

Collective Bargaining Agreements 1984

Saskatchewan

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UNION LEAVE
VACATION
WORK SHARING
WORKERS' COMPENSATION SETTLEMENT

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Study of Saskatchewan

**Collective Bargaining
Agreements
1984**

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Foreword

Collective agreement analysis has become an important activity because of the growing realization that responsible collective bargaining must be based on solid economic realities and facts.

This is the twelfth analysis published by the Policy Planning and Research Branch which provides current information on the non-wage provisions of collective agreements which fall under provincial jurisdiction. This study is based on agreements which arrived prior to August 1984.

Although the analysis primarily attempts to accommodate employer and labour negotiators by providing more informed bargaining criteria, it is also of interest to those concerned with the scope of provincial industrial relations.

User acceptance is critical to the success of this annual analysis. We hope that users view this report as timely, complete, consistent, unbiased and authoritative. We therefore seek the advice of users in order to provide the most complete and useful information possible. User comments are vital and welcome.

We appreciate the co-operation of labour and employer representatives in supplying agreements and other information used in the study. We also appreciate the efforts of the Saskatchewan Government Systems Centre for the technical expertise in the development and ongoing maintenance of the programs used to produce this study.

Introduction

This annual publication summarizes selected non-wage provisions of collective agreements in the province which are filed with the Department under the terms of The Trade Union Act. Premium pay, vacations, cost of living adjustments, health and welfare plans, hours of work and many other provisions are examined and the information extracted for computer file storage and manipulation.

The tables in the study present the data in two ways: the number and per cent of agreements containing the provisions and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions.

Information on wages in the province which is based on a survey of both union and non-union establishments is available in another annual Branch publication, Wages and Working Conditions by Occupation.

Inclusions

This year's sample study analyzes the provisions in 148 agreements which represents the results of collective bargaining of over 150 employers and 31,166 employees in the province.

All agreements in this sample arrived during 1983 and the early part of 1984 and were on hand in August 1984.

The industrial composite includes all types of industries with the exception of those mentioned under "Exclusions" below. See Table 2 on page B2 for the distribution of all current agreements by industry group.

Exclusions

Excluded from the study are construction industry agreements, teacher agreements and agreements covered by the Canada Labour Code.

The exclusion of construction industry agreements has been established practice due to their distinctive provisions and their centralized and highly visible bargaining.

Teacher collective bargaining is covered by The Education Act and therefore excluded.

Agreements under Federal jurisdiction are excluded and usually are in the area of interprovincial and international transportation; radio and television broadcasting including cablevision; telephone and telegraph systems; air transport and aerodromes; banks; grain elevators; flour and feed mills, feed warehouses, seed cleaning plants; and certain Crown corporations.

Limitations

- (a) Time and budget constraints have prevented the analysis of all agreements in effect (about 600) or all agreement arrivals in the study time frame. The agreements in this study were randomly selected to produce a stratified sample of approximately one-third of agreement arrivals during 1983 and early 1984. There are 148 agreements in this study compared to 301 in 1983 and 397 in 1982. The smaller sample size may therefore produce trend discrepancies for some provisions in that decreases may be due to the small sample size. The stratified sample was randomly selected to produce a predetermined distribution by bargaining unit size group. This distribution was based on the distribution in the 1983 study. For example, half of the bargaining units in 1983 had less than 26 employees, therefore, approximately half the sample in 1984 falls in this group.
- (b) Some of the agreements in the study expired before August 1984. In some cases, new terms have not been negotiated; therefore, these agreements remain in effect until new terms are agreed to. In most cases, however, the problem is the late submission of new or renegotiated agreements which may take several months to arrive in the Branch.
- (c) Because some clauses are written in an ambiguous or unclear manner, the reading and analysis of the agreements involves a certain degree of judgment or subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied.
- (d) Agreements do not always contain references to every condition of employment in the workplace. Benefits not mentioned in contracts may exist in practice. This is particularly evident in the area of health and welfare provisions. Insurance and pension plans often exist without being included or mentioned in the agreements submitted to our office.
- (e) Agreements often contain provisions which vary during the term of the agreement (eg. length of service for vacation) or vary by type of employee, by occupational classification or a number of other factors. Some fields contain coding options which allow us to indicate these variances. If not, we code the provision which affects an identifiable majority of employees in the unit.
- (f) Some agreements contain provisions which appear to conflict with legislation. If a contract predates a change in labour standards, for example, this would result in an apparent conflict. Since not all those engaged in bargaining are aware of all current legislation, this would also produce discrepancies. What is reported here is what is observed in the collective agreements during the coding process.

Definitions

Field

- 0040 Master agreement - Sets basic standards at a provincial or interprovincial level with local negotiations setting further provisions or wages.
- 0100 Management rights clause - Sets forth the rights reserved to the employer. These rights may be asserted in broad general terms or they may be listed specifically. Residual rights clauses provide that rights not specifically modified, abridged, delegated or curtailed in the agreement are reserved to the employer, or they emphasize that the listing of specific rights shall not be deemed to exclude other rights not enumerated.
- 0120 Type of shop - Under the closed shop form of union security, the employer obligates himself to hire and retain in the bargaining unit only union members.
- A union shop agreement requires all bargaining unit employees to become union members within a specified period of time after they are employed as a condition of retaining their employment.
- A modified form of union shop exempts from compulsory membership all employees who are not union members at the time the agreement comes into force but requires all those taken on subsequently to join the union. Maintenance of membership for those already members may or may not be mentioned.
- 0140 Check-off - A system for deducting union dues and assessments from pay checks and remitting them to the union. Voluntary check-off implies that employees must authorize this in writing.
- Compulsory (Rand Formula) - A plan developed by Judge Rand which requires non-union employees in the bargaining unit to pay the union a sum equal to union fees as a condition of continuing employment.
- 0160 Hot cargoes - Material shipped from a struck plant.
- 0180 No-strike or no-lockout clause - Prevents a work stoppage by either the union or the employer during the term of an agreement or occasionally while negotiating a subsequent agreement.
- 1000 -
- 1100 Seniority - A term used to designate an employee's status, relative to other employees, for determining the order of layoff, recall, promotion, vacation, etc. In most cases, seniority is based on length of service.

Field

- 1070 Bumping rights - Also referred to as displacing. On layoff, senior employees may have the right to displace junior employees if they are able and qualified to do the work.
- 1120 Special seniority - A position on the seniority list ahead of what the employee would acquire solely on the basis of length of service or other general seniority factors. Usually reserved to union stewards or workers with special skills entitled to special consideration in connection with layoff and recall.
- 1505 Medical exams - Refers to employment medicals before permanent status is achieved.
- 1520 -
1550 Layoff or termination notice - The minimum required notice or pay in lieu under The Labour Standards Act after three months' continuous employment is one week. The amount of notice or pay in lieu then varies according to length of service from two weeks if one year of service to eight weeks if 10 years or more.
- 1600 Alternative employment - The employer agrees to provide suitable alternate employment for workers who are unable to perform their normal duties due to advancing age, illness or handicap. In most cases, these employees cannot displace an employee with more seniority.
- 1620 Guaranteed employment or earnings - In the event of a shortage or lack of work, employees are guaranteed a specified number of hours pay per day, week or month. Does not refer to wage or employment guarantees following layoffs or termination.
- 1640 Work sharing - An arrangement to avoid layoffs whereby available work during slack periods is spread as evenly or as equitably as possible among regular employees by reducing each worker's daily or weekly hours or changing the type of work.
- 1660 Contracting out - Refers to work normally done by members of the bargaining unit. In most cases, contracting out is prohibited or restricted.
- 1680 Performance evaluation - Refers to ongoing performance evaluations after the probationary period. Also refers to merit increases.
- 2000 Initial presentation - Refers to the first time a grievance is presented to management. It does not refer to discussing a grievance with the steward.
- 2080 Conciliation - A process whereby the parties voluntarily make use of a mediary as a go-between to attempt to reconcile their differences. The Department of Labour provides this service on a voluntary basis.

Field

- 2100 Arbitration - The parties to a dispute agree to be bound by the decision of a third party which may be a single arbitrator or a board.
- 2500 -
2600 Hours of work - The hours of work of establishments with compressed work-weeks are averaged based on a five-day week. The actual daily hours are reported for those on four-day weeks.
- 2620 -
2650 Banking privileges, compressed work-week - Regular daily hours are lengthened according to a set schedule and the extra time banked allows for an extra earned day off during a specified period, eg. work nine days in two weeks and get the 10th day off (5-4).
- 2660 Flextime schedule - A system where workers have some freedom in deciding when they start and finish daily work providing they fulfill a minimum daily attendance requirement. They are usually required to be present during certain 'core' hours.
- 3000 -
3140 Overtime pay - According to The Labour Standards Act, the minimum overtime payable for work in excess of eight hours per day or 40 hours a week is time and one-half with some exceptions.
- 3500,
3520 Shift differential - Additional compensation for working undesirable or inconvenient work schedules.
- 3540 Split shifts - A daily work schedule divided into two or more parts. A differential may be paid.
- 3580 Higher service pay - Compensation for temporarily doing the work of a higher paid position.
- 3600 Premium pay for working on paid holidays - Generally applies to unscheduled work (overtime) on paid holidays. The Labour Standards Act requires at least time and one-half with exceptions for certain types of establishments.
- 4020 Non-legislated paid holidays - The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Dominion Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.
- 4500 -
4600 Vacation - According to The Labour Standards Act all employees with at least one year of service are entitled to three weeks' vacation or pay (3/52). After 10 years' service they are eligible for four weeks' vacation or pay (4/52).

Field

- 4740 Partial election of vacation - Employees with vacation credits in excess of four weeks may be required to or be allowed to break up their leave and elect only portions of their total vacation time. Some portions may be allocated at the company's discretion.
- 4760 Supplementary vacation/vacation bonus - Refers to supplementary vacation days or vacation pay for long-service, preretirement, winter vacation, etc. May be annual, at regular intervals, or once in a lifetime. Includes vacation pay which exceeds the minimum two per cent per week.
- 4770 Displaced or deferred vacation - If an employee qualifies for sick leave, bereavement or any other approved leave of absence during his/her period of vacation, the displaced vacation days are rescheduled.
- 5000 Reporting pay - Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guaranteed period.
- 5020 Call-back pay - Minimum number of hours guaranteed to workers who are called back or called out to work outside of regular scheduled hours.
- 5120 -
- 5180 Severance pay - A payment made upon permanent separation of the employee from the company as a result of retirement, termination or permanent layoff. Payment is usually based on years of service or unused sick leave credits.
- 5500 Cost of living allowance (COLA) - Refers to payments to employees which are intended to reflect changes in the cost of living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.
- 5520 Triggered formula - A formula which does not come into effect until the CPI changes by a certain specified minimum amount.
- 5640 Type of adjustment - A floating COLA does not become part of the wages specified in the agreement but remains a separate hourly payment. A total fold-in means that the wage rates in the contract are permanently changed by the COLA. A partial fold-in occurs when a portion of the COLA is folded into the regular rates or when the COLA remains separate but is paid for more than just regular hours, eg. overtime, shift differentials, vacation pay or welfare benefits.

Field

6000 -

6120 Technological change - As defined by The Trade Union Act, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees are affected and for collective bargaining to commence.

6060 Employment security - Refers to wage or employment guarantees such as no reduction in hours or earnings or a graduated reduction in earnings.

6540 Annual sick leave - The number of days of sick leave credited each year as opposed to the number of days which can be used. Accumulation is usually on a monthly basis.

6570 Sick leave bank - Employees contribute days into the bank (usually one day annually), matched by the employer, to be used by any employee whose credits are exhausted.

6600 Extended medical benefit plans - Refers to health insurance plans (except those that are coded specifically) over and above the basic provincial medical and hospitalization plan. May include contributions or reimbursement for SHSP/MCIC premiums and such plans as chiropractic, chiropody, GMS, MSI and Blue Cross, etc. Optical, drug and dental plans are analyzed separately.

6620 Health and welfare plan - May consist of a number of separately financed benefits ("series of plans") or a number of distinct benefits financed jointly ("single fund") or just one benefit, such as a life insurance plan.

6680,

6700 Accidental death and disability plan - Covers the employee for death or disability due to an accident.

6720-

6780 Long-term disability and income continuance plan - Provides a long-term income guarantee to employees who may be disabled permanently or for a long period of time.

6800-

6840 Sickness and accident weekly indemnity - Mid-range protection for employees suffering sickness or disability for periods of time which would fall in between a short-term sick leave plan and a long-term disability plan.

6905,

6910 Mandatory retirement, extension - The agreement may mention a compulsory retirement age and may allow for employment extensions beyond that age.

Field

- 6940 Dental work - Basic work includes fillings, extractions, cleaning and anything else done to the original teeth. Extended work includes dentures (prosthethics) and oral surgery.
- 7500 Health and safety clause - The standard clause is similar to the following:
- "The company shall make reasonable provision for the safety and health of its employees during working hours. The union may, from time to time, bring to the attention of the company, recommendations for improvements in the conditions of work and such recommendations shall be subject to discussion between the company and the union".
- A non-standard clause would be anything else that mentions health and safety without the three major parts contained in the standard clause. The word "health" must be included to distinguish it from the "safety" clauses that preceded the introduction of The Saskatchewan Occupational Health and Safety Act.
- 7520 Occupational health and safety committee - The Saskatchewan Occupational Health and Safety Act provides for mandatory joint committees in establishments with 10 or more employees.
- 7720 Right to refuse dangerous work - Employees have this right under The Saskatchewan Occupational Health and Safety Act.
- 7740 VDT operators - Operators of video display terminals are often allowed frequent rest periods, regular eye examinations, etc.
- 7820 -
- 7900 Workers' Compensation supplements - Employer supplements to Workers' Compensation benefits.
- 8000 Paid bereavement leave - The Labour Standards Act provides for five days' unpaid leave for bereavement in the immediate family if the employee has at least three consecutive months' service. Serious illness is often included.
- 8200 -
- 8230 Adoption and paternity leave - The Labour Standards Act provides for 6 weeks' unpaid leave after 12 months' service.
- 8240 -
- 8340 Maternity leave - The Labour Standards Act provides for 18 weeks' unpaid leave after 12 months' service. The employee must give four weeks' notice to start leave and two weeks' notice to return from leave and has reinstatement rights with seniority retained.
- 8350 Paid or partly paid maternity leave - Unused sick leave credits may be used in some cases. Excludes UIC benefits.

Field

- 9220,
9240 Clothing, uniforms, cleaning - According to The Labour Standards Act, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair. Excludes safety equipment and apparel.
- 9901 Equal pay - A policy of equal pay for similar work regardless of sex or other worker characteristics not related to ability or performance. Provided for in The Labour Standards Act.
- 9902 Affirmative action - A program to increase the representation and advancement opportunities of women, native persons and/or handicapped persons in the workplace.
- 9905 Moonlighting - Dual job holding. Includes other employment while on leave of absence.
- 9906 Wage incentives - Any system in which payments are made for increased production, either as a piece rate or for production in excess of a fixed standard. Excludes sales commissions.
- 9908 Transportation for employees on certain shifts - According to The Labour Standards Act, transportation must be provided for female employees in certain establishments who work between 12:30 a.m. and 7 a.m.
- 9909 On-the-job upgrading/training - Includes off-premises seminars and employer support of courses taken at employee initiative.
- 9910 Northern allowance - May include extra travel or vacation allowance.
- 9918 Pyramiding - Payment of both overtime and shift premium for the same hours, for example. Usually not allowed. Includes any mention of pyramiding.

Table 1
Bargaining Units in Saskatchewan
at July 1984 by Bargaining Unit Size

Bargaining unit size (full-time employees)	Number of bargaining units		Number of full-time employees	
	No.	%	No.	%
- 25	326	56.4	3,444	4.9
25- 49	75	13.0	2,634	3.8
50- 74	50	8.6	3,070	4.4
75- 99	19	3.3	1,664	2.4
100-149	22	3.8	2,654	3.8
150-199	20	3.5	3,449	4.9
200-299	19	3.3	4,584	6.6
300-399	13	2.2	4,457	6.4
400-499	3	0.5	1,353	2.0
500 & over	19	3.3	42,419	60.8
Not available	12	2.1	-	-
Total	578*	100.0	69,728*	100.0

*Excludes teacher, construction and federal agreements.
Source: Current Agreement file.

Table 2
Bargaining Units in Saskatchewan
at July 1984 by Major Industry Group

Major industry group	Number of bargaining units		Number of full-time employees	
	No.	%	No.	%
Agriculture, fishing trapping, logging & forestry	3	0.5	236	0.3
Mining, milling, quarrying & oil well	19	3.3	3,478	5.0
Manufacturing	161	27.8	8,651	12.4
Transportation & storage	15	2.6	414	0.6
Communications & other utilities	8	1.4	6,260	9.0
Wholesale trade	41	7.1	1,542	2.2
Retail trade	50	8.7	2,831	4.1
Finance & insurance	7	1.2	1,781	2.5
Real estate operator & insurance agent	5	0.9	120	0.2
Business service	8	1.4	254	0.4
Provincial government service	6	1.0	12,264	17.6
Local government service	60	10.4	6,282	9.0
Educational service	65	11.2	5,899	8.4
Health & social service	77	13.3	18,297	26.2
Accommodation, food & beverage service	15	2.6	952	1.4
Other service	38	6.6	467	0.7
Total	578*	100.00	69,728*	100.0

*Excludes teacher, construction and federal agreements.
Source: Current Agreement file.

Table 3
Agreements in Effect in Saskatchewan
at July 1984 by Term and Effective Period

Term (months)	No. of agreements		No. of full-time employees	
	No.	%	No.	%
<u>All current agreements</u>				
12 or less	163	28.2	11,951	17.1
13-23	25	4.3	1,680	2.4
24	359	62.1	49,162	70.5
25-36	<u>31</u>	<u>5.4</u>	<u>6,935</u>	<u>10.0</u>
Total	578*	100.0	69,728*	100.0
<u>Those effective before July 1, 1983</u>				
12 or less	107	24.4	9,467	17.9
13-23	18	4.1	996	1.9
24	290	66.1	37,240	70.4
25-36	<u>24</u>	<u>5.4</u>	<u>5,216</u>	<u>9.8</u>
Total	439	100.0	52,919	100.0
<u>Those effective after June 30, 1983</u>				
12 or less	56	40.3	2,484	14.8
13-23	7	5.0	684	4.1
24	69	49.7	11,922	70.9
25-36	<u>7</u>	<u>5.0</u>	<u>1,719</u>	<u>10.2</u>
Total	139*	100.0	16,809*	100.0

*Excludes teacher, construction and federal agreements.
Source: Current Agreement file.

Highlights and Trends

Term of agreement (Field 0010). The number of employees covered by two or three-year agreements increased significantly in 1984 compared to 1983 with a corresponding sizable decrease in the number covered by one-year agreements.

Term	Per cent of agreements					Per cent of employees				
	1981 (484)*	1982 (397)	1983 (301)	1984 (148)(A11)		1981	1982	1983	1984 (148)(A11)	
One year	25	37	41	41	28	12	13	55	24	17
Two years	65	54	49	53	62	84	82	43	74	70
More than two years	3	3	2	3	5	2	3	1	1	10

*Sample size in brackets.

Notice that 1984 has the distribution for the sample of 148 as well as for all current agreements on file (578 in effect at July, 1984). Please refer to Table 3 on page B3 for a summary of the terms of all agreements in effect at July, 1984 by effective period.

Size of bargaining unit (Field 0060). The sample for this study was selected randomly by bargaining unit size groups based on the distribution in the 1983 study, therefore, the distribution will be similar. Table 1 on page B1 shows the distribution of all active bargaining units in Saskatchewan by size of unit. As in other years, notice that more than half the bargaining units in 1984 had less than 25 employees and a further 25 per cent had between 25 and 99 employees; therefore, 81 per cent of the bargaining units had less than 100 employees. Notice also that only three per cent of agreements in 1984 covered 61 per cent of all employees covered.

No strike/no lockout clause (Field 0180). A 1983 amendment to The Trade Union Act prohibits strikes or lockouts during the term of an agreement. Where a majority of the employees in a bargaining unit vote in favour of a strike subsequent to the expiry of an agreement, the union representing the employees must give the employer at least 48 hours' notice of the date and time the strike will commence and also notify the Labour Minister of the intended strike. Similarly, an employer cannot cause a lockout without giving the union 48 hours' notice as well as notifying the Labour Minister of the intended lockout. There was a slight increase from 35 per cent in 1983 to 39 per cent in 1984 in the number of employees covered by this clause. All clauses prevented strikes or lockouts during the term of the agreement; however, a few clauses also prevented work stoppages during negotiations for subsequent agreements. The unusual clauses noticed in the 1984 study were as follows:

- The union agrees to meet with the employer prior to a strike to discuss the orderly withdrawal of services.

- Breach of the clause entitles the other party to damages for consequential loss.
- No strike or lockout during term of agreement or revision or renegotiation of an agreement except upon the refusal of either party to abide by the decision of a board of conciliation.
- No strike vote to be held during the term of agreement or the course of negotiations for renewal or extension of an agreement.

Seniority provisions, general (Fields 1000-1120). Seniority clauses are

becoming more complex. Some of the clauses worthy of note related to the accumulation of seniority rights during sick leave or authorized leaves of absence. In some cases, seniority accumulates for a certain period only or for certain leaves only. The clauses relating to the seniority rights of part-time employees were often quite detailed. Numerous clauses detailed the seniority rights of employees temporarily or permanently transferred to out-of-scope positions. For example, seniority may accrue indefinitely or for a certain period only, usually between six to 18 months. In many cases, employees retained seniority rights, some for a certain period only, usually between two and 18 months. In a few cases, employees are only allowed to return to their former unit or position in the bargaining unit. The payment of union dues while out-of-scope was rarely mentioned. At least one agreement stated that dues were paid.

Seniority on layoff (Field 1040). Senior employees are customarily retained during reduction of forces provided they can do the work. Several agreements in 1984 provided for a short qualifying period (usually one week) to allow the senior employee time to learn the job. In most cases, all non-permanent employees must be laid off before permanent employees are laid off. A few agreements prohibit overtime during reduction of forces and several state that employees are not required to take vacation to avoid layoff. The occasional agreement in the 1984 sample stated that there was to be no corresponding increase in the workload of remaining employees subsequent to layoffs.

Retention of seniority during layoff (Field 1060). There was a significant increase in the number of employees in the 1984 study who can retain seniority rights for more than one year if laid off compared to 1983. Several agreements provided for two or three-year retention periods depending on length of service. In fact, in many agreements, the retention period is related to length of service. Retention was either equal to the amount of service or half the amount with maximums usually specified.

<u>Maximum retention period</u>	<u>Per cent of employees</u>	
	<u>1983 Sample</u>	<u>1984 Sample</u>
Less than one year	12	6
One year	33	25
More than one year	32	57

Bumping rights (Field 1070). Thirty per cent of agreements covering 77 per cent of employees provided for bumping rights for senior employees on layoff in the 1984 sample. This provision was not analyzed prior to 1984. A few of the clauses stipulated notice time-limits for employees who intend to bump (usually two to 15 days). Some employees may bump into any job they are able and qualified to perform or can learn within a few days. Most employees, however, bump the least senior employee in their classification. A few agreements state that no probationary period is required of an employee who bumps and at least one agreement detailed consecutive bumping options related to job class and/or location.

Probationary period after hiring (Field 1500). Some of the clauses worthy of note in the 1984 sample included the right of probationary employees to grieve termination or to grieve after part of their probationary period was completed. In a few agreements, union activity was not considered a reason for termination. Several agreements stated that probationary employees are entitled to all rights and benefits of the agreement.

Trial period after promotion (Field 1510). A few agreements in this year's study stated that promoted employees are paid their former rate during the trial period.

Notice of layoff (Fields 1520, 1550). Of the 53 per cent of agreements in the 1984 sample which mentioned notice of layoff, 28 per cent provided for notices which varied according to length of service which were equal to or better than the legislated requirement. Seven per cent stated that notice was only five days. Almost 1/5 of the agreements did not provide for notice which varied by length of service. Numerous agreements provided for little or no notice for short layoffs. Of the agreements which mentioned layoff notices, only 36 per cent mentioned pay in lieu of notice.

Notice of termination (Fields 1540, 1550). Only half of the agreements mentioned this and of those, only 18 per cent stated that notice varied by length of service which is equal to or better than the legislated requirement. About 1/4 of the agreements had specific notice periods which did not vary according to length of service. Of the agreements which mentioned termination notice, only 30 per cent mentioned pay in lieu.

Job vacancies (Field 1580). Numerous agreements in the 1984 sample stipulated time limits for posting after vacancies occur and for appointments following closing dates. In most cases, postings must be issued within a week of the vacancy and appointments must be made within two or three weeks of the closing date. Many agreements had time restrictions on temporary appointments pending filling of vacancies. In a few agreements, 'merit and ability' was defined as average performance, not just get-by performance, with the employee not expected to give superior or unusual performance to be selected for the position.

Job reclassifications A number of agreements provided for a reclassification procedure. Some of these stipulated decision time-limits (usually one or two months). Pay rates were usually mentioned. In at least one case, the reclassified employee is placed in the step in the new scale which is equal to his former step. In another agreement, the new pay rate applies from the date the conditions giving rise to the reclassification commenced rather than the date of request.

Work sharing (Field 1640). Although only one agreement was found in the 1984 sample which mentioned the sharing of work by reducing hours or changing the work to avoid layoffs, several agreements did mention job-sharing, the sharing of one position by two workers. In most cases, the job-sharing program was a short-term, trial experiment.

Contracting out (Field 1660). Almost 1/4 of agreements covering 10 per cent of employees in the 1984 study mentioned contracting out. In almost all cases, contracting out was disallowed if it resulted in layoffs or reduced hours for bargaining unit employees. One particular agreement stated that all workers of sub-contractors funded by the employer are to receive wages and working conditions equal to the terms of the agreement.

Accelerated grievance procedure in dismissal or disciplinary cases (Field 2040). There were a number of noteworthy clauses in the 1984 sample related to dismissals and discipline. Several stated that demotion is not used as a disciplinary action and a few indicated that the wages earned by an employee during an unjust suspension or discharge are deducted from the settlement paid.

Adverse reports Numerous agreements specified a retention period for adverse reports or reprimands on an employee's personal file. The time periods varied from nine months to five years with one year being the predominant period. In many cases, the clause stated that the reports became void only if there were no recurrences of the infraction or the retention period was dated from the date of the last infraction. A few agreements indicated that unrecorded reprimands or warnings cannot be used for disciplinary action. The occasional agreement mentioned that warnings on first or less serious offenses are void after shorter periods of time.

Compensation for grievance work (Field 2060). In most cases, committee members do not lose pay or benefits for grievance work. In a few cases in 1984, time lost due to conciliation or arbitration proceedings is unpaid and a few agreements specified limits on the amount paid such as 16 hours per issue or maximum two employees, etc.

Arbitration (Field 2100). The table below reveals a renewed shift toward single arbitrators.

	Per cent of employees			
	1981	1982	1983	1984
Single arbitrator	12	19	5	17
Tripartite board	64	57	64	55
Choice of alternatives	4	7	13	10

Some agreements in 1984 included restrictions on the choice of arbitrators. In some cases, civil servants were not eligible; in other cases, a person who acted as solicitor, council or agent to any of the parties involved during the previous 12 months is not eligible for appointment. A number of agreements recommended that the board follow layman's procedure and avoid legalistic or formal procedures. At least one agreement included a letter of understanding relating to expedited arbitration in discharge cases.

Specific arbitrators or chairmen (Field 2120). Approximately 15 per cent of agreements covering 44 per cent of employees in the 1984 study (31 per cent in 1983) mentioned specific arbitrators or chairmen to be selected or they mentioned that a mutually agreed-on list existed. One agreement specified that the list must have at least 50 per cent women.

Normal weekly hours of work (Fields 2540, 2600). In the table below, only those agreements reporting hours of work for the specific type of employee were included in the calculations. Notice the increase in the percentage of agreements reporting less than 37 1/2 hours a week for office employees and also those reporting 37 1/2 hours for non-office employees.

	Per cent of agreements	
	1983	1984
<u>Non-office</u>		
Less than 37 1/2 hours	14	13
37 1/2 hours	10	17
Less than 40 hours	35	35
40 hours	64	64
<u>Office</u>		
Less than 37 1/2 hours	38	47
37 1/2 hours	29	24
Less than 40 hours	77	73
40 hours	25	24

Compressed work week (Fields 2640, 2650). The percentage of employees covered by agreements which provided for compressed work weeks for all or some employees in the bargaining unit has been increasing steadily.

	<u>Per cent of employees</u>
1981	51
1982	60
1983	77
1984	84

There was a considerable increase in the percentage of employees with agreements which provided for compressed work weeks that applied to all employees (as opposed to some employees) from 22 per cent in 1983 to 73 per cent in 1984. There was a great variety in the types of arrangements and the scheduling of earned days off (EDO's) in the 1984 sample. In most cases, the EDO is a Friday and occasionally a Monday. In some cases, the EDO is mutually scheduled within the following three or four-week period in conjunction with days of rest or paid holidays. A few agreements indicated that the EDO is not scheduled next to a paid holiday (no four-day weekends). The occasional agreement provided for shorter work-weeks in the summer such as Friday afternoons off. Some agreements allowed accumulation of EDO's. In most cases, they could not be carried over into the next year and in some cases they could not be taken during the Christmas holiday period. Some employees are allowed to add all or part of their accumulated EDO's to their vacation period. In most cases, payment in lieu was not provided except on termination. Ten and twelve-hour shift schedules are becoming more popular, occasionally as experiments. In most of these cases the lunch period is paid and there are often three rest periods. Some of the twelve-hour shift schedules were four days on, five days off.

Flextime schedule (Field 2660). The percentage of employees with agreements which provided for flexible hours of work increased from 10 per cent in 1982 to 30 per cent in 1983 and 41 per cent in 1984.

Overtime (Fields 3000-3060). The progressive rate for overtime after normal daily hours is becoming more popular with the most frequent rate being time and one-half for the first four hours and double time thereafter (63 per cent of employees in the 1984 sample).

	<u>Per cent of employees</u>			
	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>
Time and one-half	17	7	5	5
Double time	19	27	31	22
Progressive rate	64	65	64	69

In some cases in the 1984 sample, a higher rate is paid for overtime worked between midnight and 7 a.m. or on Friday night. In a few cases, the shift premium is added to the straight-time hourly rate for computing overtime (pyramiding). At least one agreement stated that any days of leave, including union leave, reduced the hour-of-work averaging for calculating overtime. One agreement mentioned that employees who incur child-care expenses due to overtime are reimbursed for the expense. At least one agreement indicated that overtime was paid on an actual-minute basis. One agreement stated that overtime in excess of four hours in a week is paid at a higher rate and another one provided for a higher rate for overtime in excess of three days in any week.

Shift premiums (Fields 3500, 3520). The most popular premiums in the 1984 sample were in the range of 50 to 59 cents per hour. Some agreements provided for reduced hours at full pay for night-shift workers (usually half to one hour), a few with premiums as well.

Miscellaneous other premiums (Field 3799). Some of the other premiums encountered in 1984 included premiums for the first-aid or fire crew on duty, premiums for employees performing extra duties while other employees are absent, instructing premium, and premiums for special qualifications or certificates such as firemen's papers or journeyman tickets. Numerous agreements provided for long-service premiums or bonuses. In most cases, the premium was paid after at least five years' service. A few are summarized below.

<u>Service</u>	<u>Premium</u>
- 5 years and each additional 5 years	- \$5 per month for each (maximum of \$15 or \$30)
- 15 years	- 30¢ an hour
- 25 years	- \$400 bonus
- 5 years	- 5¢ an hour
10 years	15¢ an hour
15 years	25¢ an hour
- 3 years	- 1% of gross salary
4 years	2% of gross salary
5 years	3% of gross salary
- 6 years	- 5% monthly

One agreement provided for a longevity increase of one increment after five years on the maximum rate.

Paid holidays (Fields 4000, 4020). Almost all employees get more than the nine legislated paid holidays with an increasing number receiving 11 days or more. In the 1984 sample, 86 per cent of employees had 11 paid holidays.

	Per cent of employees			
	1981	1982	1983	1984
10-10 1/2 days	30	22	13	6
11-11 1/2 days	63	73	84	87
12 or more	6	5	3	6

The most popular non-legislated days are:

	Per cent of employees			
	1981	1982	1983	1984
Boxing Day	98	97	99	99
Easter Monday	39	37	44	26
Floating holiday(s)	23	20	38	45

The number of employees who get a mid-winter holiday in February increased drastically from less than one per cent in 1983 to 13 per cent in 1984. Floating holidays are increasingly popular with some agreements in 1984 providing for two or three days and many of these were at the individual employee's choice. Some floating holidays are used in lieu of one or two other regular holidays. A few agreements stipulated a time period when the floating holidays were to be taken, usually certain quarters of the year. A few agreements allowed employees to substitute a day for any paid holiday. An occasional agreement mentioned that the half-days on Christmas and New Year's eve could be combined into one full day on either day.

Four weeks' vacation (Field 4520). In the 1984 sample, 38 per cent of employees need less than the legislated ten years' service for four weeks' vacation, a decrease from 51 per cent in 1983. This decrease may be due to the agreements which happened to fall into the smaller sample in 1984.

	Per cent of employees
1981	33
1982	48
1983	51
1984	38

Five weeks' vacation (Field 4540). Almost all employees in the 1984 sample have provision for five weeks' vacation. The number requiring less than the usual 20 years' service decreased from 1983.

	Per cent of employees			
	1981	1982	1983	1984
Provision for 5 weeks' vacation	92	92	96	96
Less than 20 years' service to qualify	15	26	44	37

Six weeks' vacation (Field 4560). There was a slight decrease in the number of employees eligible for six weeks' vacation in the 1984 sample compared to 1983.

	Per cent of employees
1981	19
1982	33
1983	88
1984	84

The number of employees requiring less than the usual 30 years' service also declined from 23 per cent in 1983 to 12 per cent in the 1984 sample.

Seven and eight weeks' vacation (Fields 4580, 4600). Only 11 agreements covering about 700 employees (2 per cent) provided for seven weeks' vacation in 1984, a decrease from 4 per cent in 1983 and 5 per cent in 1982. As in 1983, only one agreement in the 1984 sample provided for eight weeks' vacation.

Vacation, general In several agreements in 1984, the vacation entitlement increased gradually by one day annually so that employees did not have to wait the full five or ten years or more for increased vacation. Numerous agreements also provided for unpaid leave of absence so that employees with less than one year of service could extend their vacation to a full three weeks. The exceptional agreement stated that the employer would make every reasonable attempt to have a majority of the employees' workload covered while they were on vacation. In a few cases, extra vacation beyond four weeks is only available on the condition that the extra vacation be taken in the winter months. At least one agreement mentioned that employees are not required to take vacation to avoid layoff.

Election of paid vacation (Fields 4720, 4740). In most cases, senior employees have preference on vacation dates. In some cases, the exercising of seniority rights is limited. For example, employees who exercise their seniority rights for selection of vacation dates may not use these rights in the subsequent vacation year or they may be permitted to use their seniority rights to reserve only a portion of their vacation time in the preferred summer vacation period. Quite often, when vacation is split, seniority rights can only be used in the first instance. Frequently, employees who do not request their vacation time by a certain date forfeit their right to use seniority and selection after that date is on a first-come, first-served basis. A number of agreements limited the amount of vacation which can be taken in the summer months, usually two or three weeks. A few agreements restricted the splitting of vacation into short periods. For example, one agreement stated that the shortest period was one week. Another one allowed five vacation days as floating days to be taken on mutual agreement. Several agreements stipulated that employees who do not select their vacation time before a certain date have their vacation scheduled by the employer.

Supplementary vacation/vacation bonus (Field 4760). The popularity of paid supplementary vacations or bonuses has been increasing. In many cases, both or a choice is available.

	<u>Per cent of employees</u>
1982	13
1983	40
1984	49

The most prevalent reasons for the extra vacation or pay are long service, winter vacations and pre-retirement vacations. In some cases, the supplementary vacation cannot be taken in summer. Here is a sampling of supplementary vacation provisions from the 1984 study.

- one extra week after five years' service, two extra after 10 and 15 years and three extra weeks after 20 and 25 years.
- as above except an additional four weeks after 30 and 35 years and five weeks after 40 years.
- one extra week after five years to four weeks after 20 years' service.
- one month after 25 years.
- one or two weeks, one time, after 25 years' service.
- one week in the year prior to retirement.
- one week after each five years' service.
- one day for each week taken in the winter months.

There was also a variety of vacation bonuses.

- an extra half or one per cent vacation pay for each period (ie. 6 1/2 or 7 per cent for three weeks, etc.)
- one day's pay for each year of service after 35 years or age 65.
- annual bonus of \$150 after 10 years' service.
- annual bonus of 20 per cent of normal vacation payment after three years' service.
- annual bonus of one per cent of earnings.

Displaced or deferred vacation (Field 4770). There was a considerable increase in the percentage of employees who may defer or reschedule vacation days for unforeseen, approved leaves of absence such as illness or bereavement, which occur during their vacation period from 51 per cent in 1983 to 84 per cent in 1984. In most cases, hospitalization or a certificate was required in cases of illness.

Vacation carry-over (Field 4780). There was a slight decrease in the percentage of employees who may carry-over vacation into another vacation year.

	<u>Per cent of employees</u>
1981	58
1982	51
1983	77
1984	69

In most cases, carry-over was limited. For example: carry-over some credits after five years' service; defer one or two weeks once every three or four years; defer one week when entitlement is four weeks and defer two weeks when entitlement is five weeks for each of two years. In many cases, deferred vacation can be taken only after all other employees have been given preference for vacation dates.

Reporting pay guarantee (Field 5000). The percentage of employees covered by this guarantee increased slightly in 1984 over 1983.

	<u>Per cent of employees</u>
1981	48
1982	67
1983	45
1984	48

If we consider only those employees in agreements which provided for reporting pay, we find historical fluctuations in the amount of guarantee.

	Per cent of employees			
	1981	1982	1983	1984
3 hours	44	39	47	48
4 hours	29	51	31	15
More than 4 hours	6	6	18	6

Call-back guarantee (Field 5020). Most employees are covered by agreements which provide this guarantee (94 per cent in 1984). The most popular guarantee in the 1984 sample was two hours at overtime rates (70 per cent of employees). In many cases, transportation or a transportation allowance is also provided, usually with a minimum flat amount of \$2.50 to \$3 per round trip. In some cases, employees were paid for travel time to and from home. Some agreements indicated that employees are not required to perform other work to make up the guarantee. Several agreements provided for a higher rate on call-backs between midnight and 7 a.m. and on holidays and days off.

Proration of benefits for part-time employees (Field 5100). More than half the agreements in the 1984 sample mentioned proration of some or all benefits for part-time employees. In many cases, it was difficult to determine how many benefits were prorated, therefore, these cases were coded as "some benefits".

	Per cent of agreements		
	1982	1983	1984
All benefits	24	20	18
Some benefits	25	35	38
Total	49	55	56

The provisions relating to part-time employees are becoming more lengthy and detailed. In 1984, some agreements guaranteed hours of work per call (usually three or four hours) or pay in lieu. Many agreements restricted the employment of part-time, casual or temporary employees. For example, they cannot be hired to fill positions which can be filled by permanent employees or they can be employed only as vacation replacements or in emergency situations. In some cases, temporary or part-time appointments are limited to specific time limits which range from a few days or weeks to one year. The seniority rights of part-time employees are often mentioned usually stating that part-time employees have no seniority rights over full-time employees.

Severance pay (Fields 5120, 5160). The percentage of employees covered by a severance pay provision decreased considerably in 1984 compared to 1983. This may be due to the smaller sample size in 1984. In most cases, severance pay is available for more than one type of severance but in many cases, it was available only on termination or layoff due to technological change (which includes plant closures).

	Per cent of employees			
	1981	1982	1983	1984
Provision for severance pay	80	79	91	79
For more than one reason for severance	42	28	43	47
For technological change severance only	25	40	31	23

The most common payment of severance pay is based on one week's pay per year of service, often with a minimum service requirement and often with a specified maximum paid, and/or a portion of unused sick leave credits. In some cases, the payment varied depending on length of service or reason for termination.

Cost-of-living adjustment (COLA) (Fields 5500-5640). As expected, there was a major decrease in the number of agreements which contained a COLA clause in 1984 compared to 1983. The decrease in the number of employees covered is even more startling.

	<u>Per cent of agreements</u>	<u>Per cent of employees</u>
1981	30	70
1982	19	62
1983	23	71
1984	5	2

As usual, almost all COLA clauses had a triggered formula. Two agreements also mentioned a procedure for declines in the Consumer Price Index.

Technological change (Fields 6000-6120). There was a slight decline from 59 per cent in 1983 to 51 per cent in 1984 in the percentage of employees covered by a technological change clause. Over half the agreements contained this provision in 1984.

	<u>Per cent of employees</u>
1981	40
1982	54
1983	59
1984	51

The percentage of employees covered with a clause which provided for more than the legislated 90 days' notice to the union increased significantly from 2 per cent in 1983 to 15 per cent in 1984. There was also a large increase in the number of employees with provision for relocation assistance or an allowance from 2 per cent in 1983 to 17 per cent in 1984. Most agreements provide for training or retraining supplied by the employer and about half provide some sort of employment security, mostly related to wage rates.

Sick leave benefits (Fields 6500-6580). Virtually all employees with agreements have paid sick-leave coverage (99 per cent in 1984) and this has been the case since at least 1981. Most employees are credited with a flat monthly or annual allowance (frequently 15 days annually) and the remainder are completely or partially covered by an insurance plan such as Weekly Indemnity. In many cases, employees covered by a plan also have a few days credited annually to cover the waiting period, usually with no accumulation.

	Per cent of employees	
	<u>Flat allowance only</u>	<u>Insurance plan</u>
1981	52	42
1982	71	19
1983	65	28
1984	72	25

The percentage of employees who have provision for unlimited accumulation of their unused sick leave credits has been decreasing drastically.

	<u>Per cent of employees</u>
1981	34
1982	31
1983	12
1984	2

The most common amount of accumulation allowed in 1984 was in the range of 200 to 365 days (45 per cent of employees). Half of the employees in the 1984 sample are eligible for sick leave extensions (some unpaid) for use after their credits are exhausted. Sick-leave banks were mentioned in 13 agreements covering almost 400 employees, also for use by employees whose credits are exhausted. The annual contribution into the bank is usually one day annually from each employee matched by the employer. Occasionally, all unused credits which exceed the maximum accumulation allowed are also deposited into the bank. These clauses often specify a maximum bank accumulation.

About 65 per cent of employees in the 1984 sample had clauses which provided for full or partial payout on unused credits on retirement, termination, layoff or at year end.

Per cent of employees

1981	45
1982	35
1983	69
1984	65

In most cases, only partial payout is provided. Very few agreements provide for annual payout. The degree of payout is often related to the length of service, often with a maximum amount specified. Some examples:

- 10 per cent of unused credit after five years' service, 25 per cent after 10 years, 45 per cent after 15, and 70 per cent after 20 years.
- 50 per cent of the credit, maximum 12 days.
- annual bonus of \$20 per unused day. No accumulation.
- full payout at year end (maximum annual allowance five or six days).
- three extra days' vacation for employees who do not use any of their credits in a year.

Some agreements stated that paid sick leave was not available for the first day of sickness unless the employee was sick for five or more days. A few agreements mentioned the sick-leave rights of employees who are granted a retirement extension. They either retain their accumulated credits and continue to accumulate or they forfeit the accumulated credits and begin again as new employees. Some agreements in 1984 provided for the limited use of sick-leave credits for immediate family illness, usually limited to three to five days at one time. One agreement indicated that sick-leave credits could be used for treatment of mental illness and drug and alcohol abuse.

Health and welfare plans (Fields 6600-6980). The following table summarizes the percentage of employees covered by agreements which provided for the specific plans since 1981. Note that in some cases, plans exist but are not mentioned in agreements.

	Per cent of employees			
	1981	1982	1983	1984
Extended medical	NA	NA	5	8
Life insurance	57	69	85	88
Accidental death & disability	17	19	11	24
Long-term disability	35	41	53	48
Sickness & accident weekly indemnity	41	31	36	26
Pension plan	58	69	46	40
Dental plan	18	32	25	26
Optical/Drug plan	6	8	5	8

In some of the agreements, dependants include common-law relationships. A few agreements contained a provision for the co-ordination of benefits so that total payments from all sources (ie. spousal plans) do not exceed the total allowable benefit for the specific plans.

Life insurance (Fields 6640, 6660). In the following summary, only those agreements which mentioned the plan and premium contribution are included in the calculation. Over 3/4 of employees in the 1984 sample have employers who pay the entire premium for this plan, a slight decrease from 1983.

	Per cent of employees
1981	49
1982	71
1983	81
1984	78

The amount of benefits for most employees in 1984 is in the range of \$10,000 to \$20,000. Some plans provide for optional dependant coverage and/or optional additional coverage. When an accidental death and disability plan exists, the premium share and benefits are usually the same as those for life insurance.

Long-term disability (Field 6720-6780). The premiums for this plan are often shared 50/50 and occasionally entirely paid by the employees. Only those agreements which mentioned this plan and premium contributions are considered in the table below.

	Per cent of employees			
	1981	1982	1983	1984
Premium shared 50/50	62	69	80	80
Employer paid	26	29	18	19

In many cases, other income benefits such as Workers' Compensation payments are deducted from LTD benefits so that total income does not exceed the plan maximum.

Sickness and accident weekly indemnity plan (Fields 6800-6840). The following summary shows annual fluctuations in the sharing of premiums for this plan. Again, only those agreements which mentioned the plan and also specified the contribution to the premium are included.

	Per cent of employees			
	1981	1982	1983	1984
Shared 50/50	29	19	70	4
Employer paid	67	77	27	74

Early retirement (Field 6880). There was a considerable increase in the percentage of employees whose agreements provided for early retirement from 16 per cent in 1983 to 43 per cent in 1984.

Mandatory retirement/retirement extensions (Field 6910). In the 1984 sample, 42 per cent of employees had agreements which mentioned mandatory retirement, a large decrease from 66 per cent in 1983. In many cases, employment extensions are available beyond retirement age. In 1983, 34 per cent of employees had agreements which provided for extensions compared to 28 per cent in 1984. In a few cases, employees must pass a medical examination before the extension is granted.

Dental plan (Field 6920). The following table summarizes the employer's share of the premium. Only those agreements which mentioned the plan and the premium sharing were considered.

	Per cent of employees			
	1981	1982	1983	1984
Employer pays less than 100%	38	12	28	10
Employer pays 100%	62	88	72	90

In a few cases, the employees pay for dependant coverage. In some cases, employees are exempt from the plan if their spouse has coverage. Several plans stated maximum benefits per person, some annual and some life-time.

Optical/drug plans (Field 6960). Most optical plans had annual maximum benefits per person and a few had maximum life-time benefits. In most cases, the maximum for dependants under 18 years of age was higher. Most of the plans provided benefits for contact lens. At least one prescription drug plan excluded oral contraceptives.

Health and safety clause (Fields 7500-7720). Almost all employees in the 1984 sample (97 per cent) had agreements which had a health and safety clause. A few agreements indicated that employees could not work alone or operate equipment alone. Several agreements had clauses which related to toxic chemicals in the workplace.

Provisions for VDT operators (Field 7740). Five agreements in the 1984 sample covering almost 4,000 employees (13 per cent) had detailed clauses relating to the operators of video display terminals. The clauses usually provided for frequent rest periods, eye examinations, illumination levels in the work area, and monitoring of radiation levels. In most cases, pregnant VDT operators have the option of transferring to other work.

Leaves of absence (Fields 8000-8529). The percentage of employees who had provisions in their agreements for the various leaves of absence is summarized below.

	Per cent of employees			
	1981	1982	1983	1984
Paid bereavement leave				
- immediate family	90	97	98	48
- travel extension	NA	NA	33	9
- other relatives or non-relatives	NA	NA	39	16
Paid compassionate leave	62	65	75	68
Personal leave for good reason (unpaid)	87	91	92	95
General union business	96	97	96	98
- negotiations	NA	61	41	28
Paid jury duty	61	69	68	57
Education leave	46	64	58	51
Adoption leave	21	47	65	65
Paternity leave	3	8	40	64
Maternity leave	72	75	89	91

Note the large decreases for some leaves in 1984, particularly bereavement and leave for negotiating. Also note the large increase in the number of employees with agreements which mentioned paternity leave. The decreases in 1984 may be due to the small sample size.

Paid bereavement leave (Fields 8000-8010). Three days' paid leave is the norm although four or five days is becoming more frequent. In some cases, more leave is available for a spouse or child. In most cases, leave is also available for serious illness in the immediate family. Several agreements include common-law relationships and in some cases, this is defined.

Paid compassionate leave (Field 8020). Some of the unusual reasons where this leave is available in the 1984 sample are as follows:

- to attend cultural or athletic events at the provincial or national level where the employee's presence is required;
- graduations, convocations or retirement functions involving the employee or immediate family;
- moving;
- domestic emergency;
- inclement weather, impassable roads or transportation failures.

Leave of absence for general union business (Field 8080). In almost all cases, this leave is unpaid. In some cases, there is a restriction on the amount of leave available and/or the number of employees who can be away at one time. A few agreements provided for paid leave during working hours for regular union meetings, particularly for night-shift employees. In most cases, there is a time limit and no overtime charges can be incurred.

Leave of absence for negotiations (Field 8100). Most of these leaves are paid, some with restrictions on the amount paid or number of employees involved.

Educational leave (Field 8140). These are longer-term leaves, usually for full-time attendance at a post-secondary educational institution. In most cases, the course must be job related and the amount of reimbursement, if any, usually depends on how job related the course is and successful completion. In one agreement, the amount was based on the grade obtained. A few agreements stated that employees who are wholly or partly funded must provide equivalent service to the employer on return or they are required to repay with interest on a pro-rata basis. Usually, there is a service requirement before employees become eligible for this leave. In most cases, senior employees have preference. One agreement provided for study-leave credits at 1/2 a day per month per employee to a maximum of 97 days. Most agreements mentioned the employee's reinstatement rights on return.

Adoption leave (Field 8200). Of the employees with agreements in the 1984 sample which did mention this leave, 91 per cent were eligible for unpaid leave in excess of the legislated requirement of six weeks with six months being the norm. A few agreements provided for no service requirement and a few indicated that employees earn sick-leave and vacation credits while on leave. The occasional agreement provided for paid adoption leaves of between one and three days.

Paternity leave (Fields 8220, 8230). In most cases, the unpaid leave available exceeds the legislated requirement of six weeks, frequently 12 weeks. The paid leaves were normally one day but a few were for two to 20 days. Some agreements had no service requirement and a few indicated that employees earn sick-leave and vacation credits while on leave.

Maternity leave (Fields 8240-8350). If we consider only those employees with agreements which specified a service requirement to be eligible for maternity leave, we find that almost all employees currently require less than the legislated 12 months' service.

<u>Service requirement</u>	Per cent of employees			
	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>
Less than 12 months	12	21	70	93
12 months	88	79	30	7

Again, if we consider only those employees with agreements which specify duration of maternity leave, we find that very few employees are limited to the legislated 18 weeks' leave.

<u>Maximum duration</u>	Per cent of employees			
	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>
18-25 weeks	28	27	17	26
26 weeks	71	70	82	74

Of the employees in the 1984 sample who had agreements which mentioned seniority rights during maternity leave, only 30 per cent could accumulate seniority while on leave, a decrease from 43 per cent in 1983. There were 13 agreements in the 1984 sample covering only two per cent of employees which provided for paid or partly paid maternity leave. In most cases, the payment came from accumulated sick leave credits at the employee's option and was available after 15 weeks of UIC coverage. In at least one agreement, the payment from sick-leave credits was available only if the employee was unable to return to work after the leave expired due to medical complications.

Family illness/child care leave (Field 8502). Leave for immediate family illness is usually deducted from sick-leave credits, often with limits per occasion or per year. A few agreements in the 1984 sample provided for unpaid parenting or child-care leaves of up to two years. There was usually a service requirement with no loss of seniority rights or accumulated benefits. One agreement referred to children in a domestic partnership and another stated that parenting is not defined in solely statutory or biological terms. At least two agreements mentioned the day-care needs of employees.

Personal leave of absence on good reason (Field 8501). Almost all employees in the 1984 sample (95 per cent) have access to this unpaid leave. In most cases, the amount available depends on the reason and in some cases there is a service requirement, often four or five years. At least one agreement mentioned that leave was available for farm duties while another agreement indicated that farm employment was not considered as a good reason for this leave. In a few cases, unpaid leave was available for extended vacations. A few agreements stipulated that personal leave could not be taken consecutively with vacation. In some cases, short annual leaves of three or four weeks were available.

Paid jury duty/witness leave (Field 8504). In most cases, there was no restriction on the amount paid. Some agreements stated that the amount paid excludes payment for meals, traveling and other expenses. Most employees are required to turn over their jury pay to the employer to qualify for paid leave. A few agreements indicated maximums which the employer would pay per day or per year.

Medical and dental care leave (Field 8505). Personal health-care leave clauses in agreements are becoming more popular and most contain restrictions on the amount of leave paid with the norm being 16 to 24 hours per year. In most cases, the leave is not deducted from sick-leave credits unless the time exceeds four hours on any occasion. A few agreements limited the number of visits annually. In at least one agreement, the amount of annual leave available was graduated to length of service. A few agreements restricted the time per occasion rather than annually. There is usually no carry-over of leave into the next year.

Court appearance or incarceration (Field 8512). There were five agreements covering 82 employees in the 1984 sample which mentioned this type of leave. The leave is unpaid and the agreement may state restrictions on the amount of leave available.

Travel allowance, private vehicle (Field 9360). In some cases, particularly the larger bargaining units in the 1984 sample, the allowance varies by distance travelled, hence, the large percentage of employees in the "other" group. In a few cases, the employer pays for the business portion of auto insurance and the deductible for any private vehicle involved in an accident while on company business.

Equal pay clause (Field 9901). The percentage of employees covered by this clause increased from 33 per cent in 1983 to 42 per cent in the 1984 sample. In all cases, equal pay for equal work is provided regardless of sex. A few agreements also provided for equal pay regardless of age. One agreement defined equal work as requiring similar skill, effort, and responsibility and performed under similar working conditions.

Affirmative action (Field 9902). Nine agreements (6 per cent) covering 53 per cent of employees mentioned affirmative action in the 1984 sample, an increase from 19 per cent of employees in 1982 and 30 per cent in 1983. In most cases, the agreement stated that this would be studied or negotiated during the term of the agreement. One agreement included third-world populations.

Sexual harassment (Field 9903). Seven agreements (5 per cent) covering 41 per cent of employees mentioned sexual harassment compared to only 5 per cent of employees in 1983. In some cases, harassment was defined.

Wage incentives (Field 9906). Sales commissions are excluded as incentives. In 1984, three agreements covering about 300 employees provided for wage incentives, usually based on production quotas.

Upgrading and training (Field 9909). This field includes on-the-job training and short-term, on or off-premises courses usually supported by the employer and usually directly work-related. Over 40 per cent of the agreements covering 34 per cent of employees mentioned some type of job training or upgrading in the 1984 sample. In most cases, senior employees have preference. The amount of financial employer support is occasionally based on the grade obtained or is only available if the employee passes the course.

Pyramiding of overtime and premium pay, etc. (Field 9918). One-third of agreements covering 83 per cent of employees mentioned pyramiding in 1984. In almost all cases, pyramiding was not allowed, ie. no double payment for the same hours.

Paid travel time (Field 9919). About one-third of employees in the 1984 study were covered for travel time. In some cases, straight time was paid, and overtime rates in others.

Miscellaneous other provisions

- Several agreements provided for parking, often with plug-ins, at no charge to the employees. In most cases, plug-ins were assigned by seniority.
- One agreement indicated that wage increments are available only if the employee passes required tests (written, oral, or both) which are given 90 days prior to the increment date.
- Several agreements stated that the employer has the right to pay a higher rate of pay.
- One agreement stipulated that the maximum pay rate is achieved by merit only. Ratings are based on the principles of the Stevenson-Kellog report.

- Numerous agreements provide for minimum wage rates for in-scope supervisors. The rates are usually 10 per cent higher than the top rate of the highest paid employee they supervise.
- There were several notable "no discrimination clauses" which included sexual orientation or preference, family relationship, place of residence, having children, criminal record, political activity, other income, nor married men who have family members who are gainfully employed.
- Smoking is allowed only in certain areas in a few agreements.
- In one agreement, the employer supplies adequate manpower so that employees are not required to perform more than a fair day's work.
- At least one agreement states that employees are not required to do work of a personal nature for the employer or employer representatives.
- One agreement mentioned a dress code. If an unconventional mode of dress is required by the employer, it should not cause discomfort, ridicule or embarrassment to the employee.

Statistical Summary of Significant Collective Bargaining Trends
1981 - 1984

	Per cent of employees			
	1981	1982	1983	1984
One-year agreements	12	13	55	24
Two-year agreements	84	82	43	74
Compressed work week	51	60	77	84
Average weekly hours of work:(1)				
Non-office - less than 40 hours	17	31	35	35
- 40 hours	82	67	64	64
Office - less than 40 hours	55	62	77	73
- 40 hours	45	38	25	24
Paid holidays:				
11 or more	69	78	87	93
Most popular non-legislated holidays:				
- Boxing Day	98	97	99	99
- Easter Monday	39	37	44	26
- Floating holiday	23	20	38	45
Vacation:				
Four weeks' vacation, less than 10-year service requirement	33	48	51	38
Five weeks' vacation	92	92	96	96
- less than 20-year service requirement	15	26	44	37
Six weeks' vacation	19	33	88	84
Seven weeks' vacation	-	5	4	2
Eight weeks' vacation	NA	0	.02	.04
COLA clause	70	62	71	2
Technological change clause	40	54	59	51
Sick leave:				
- Unlimited accumulation of credits	34	31	12	2
- Payout on unused credits	45	35	69	65
Health and welfare:				
- Long-term disability plan (LTD)	35	41	53	48
- Dental plan	18	32	25	26
Employer-paid premiums(2)				
- Life insurance	49	71	81	78
- LTD	26	29	18	19
- Sickness and accident weekly indemnity	67	77	27	74

(continued)

Statistical Summary of Significant Collective Bargaining Trends
1981 - 1984
(continued)

	Per cent of employees			
	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>
Maternity leave:				
- Less than 12-months service requirement	12	21	70	93
- 18-25 weeks' leave	28	27	17	26
- 26 weeks' leave	71	70	82	74
Equal pay for similar work	38	27	33	42
Affirmative action	NA	19	30	53

(1) Per cent of employees with agreements reporting hours of work for the specified type of employee.

(2) Per cent of employees with agreements which mention plan premium.

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SECTION 1

COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 TERM OF AGREEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
LESS THAN 12 MONTHS	0	.00	0	.00
1 YEAR	61	41.22	7461	23.94
MORE THAN 1 YEAR, LESS THAN 2	5	3.38	493	1.58
2 YEARS	78	52.70	22986	73.75
MORE THAN 2 YEARS	4	2.70	226	.73
TOTAL	148	100.00	31166	100.00

FIELD 0020 TYPE OF NEGOTIATING UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	0	.00	0	.00
SINGLE LOCAL, SINGLE EMPLOYER	127	85.81	24566	78.82
SINGLE LOCAL, MULTI-EMPLOYER	14	9.46	591	1.90
MULTI-LOCAL, SINGLE EMPLOYER	2	1.35	24	.08
MULTI-LOCAL, MULTI-EMPLOYER	5	3.38	5985	19.20
TOTAL	148	100.00	31166	100.00

FIELD 0040 TYPE OF AGREEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	0	.00	0	.00
MASTER	19	12.84	6472	20.77
LOCAL	129	87.16	24694	79.23
TOTAL	148	100.00	31166	100.00

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1 - 25 EMPLOYEES	72	48.65	920	2.95
26 - 50 EMPLOYEES	26	17.57	890	2.86
51 - 100 EMPLOYEES	17	11.49	1219	3.91
101 - 200 EMPLOYEES	17	11.49	2392	7.68
201 - 500 EMPLOYEES	9	6.08	2574	8.26
501 - 1000 EMPLOYEES	3	2.03	2145	6.88
1001 - 5000 EMPLOYEES	3	2.03	8951	28.72
MORE THAN 5000 EMPLOYEES	1	.68	12075	38.74
T O T A L	148	100.00	31166	100.00

S E C T I O N 2

MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 MANAGEMENT RIGHTS CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	51	34.46	19100	61.28
GENERAL STATEMENT OF MANAGEMENT RIGHTS	40	27.03	3709	11.90
SPECIFIED LIST OF MANAGEMENT RIGHTS	26	17.57	5419	17.39
GENERAL STATEMENT OF MANAGEMENT RIGHTS WITH RESIDUAL RIGHTS	17	11.49	746	2.39
SPECIFIED LIST OF MANAGEMENT RIGHTS WITH RESIDUAL RIGHTS	14	9.46	2192	7.03
T O T A L	148	100.00	31166	100.00

FIELD 0120 TYPE OF SHOP

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	1	.68	11	.04
UNION SHOP	26	17.57	1946	6.24
MODIFIED UNION SHOP	121	81.76	29209	93.72
T O T A L	148	100.00	31166	100.00

FIELD 0140 CHECK-OFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	5	3.38	265	.85
COMPULSORY FOR ALL EMPLOYEES IN BARGAINING UNIT (RAND FORMULA)	79	53.38	11431	36.68
COMPULSORY FOR ALL UNION MEMBERS	8	5.41	3934	12.62
VOLUNTARY (EMPLOYEES AUTHORIZATION)	55	37.16	15443	49.55
OTHER	1	.68	93	.30
T O T A L	148	100.00	31166	100.00

FIELD 0160 RIGHT TO REFUSE TO CROSS PICKET LINES,
HANDLE HOT CARGO

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	120	81.08	30189	96.87
CROSS PICKET LINES	19	12.84	768	2.46
HOT CARGOES	2	1.35	49	.16
COMBINATION	7	4.73	160	.51
T O T A L	148	100.00	31166	100.00

FIELD 0180 NO-STRIKE / NO LOCK-OUT CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	53	35.81	18895	60.63
MENTIONED	95	64.19	12271	39.37
T O T A L	148	100.00	31166	100.00

FIELD 0200 RESTRICTION ON WORK BY
NON-BARGAINING UNIT EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	96	64.86	25192	80.83
MENTIONED	52	35.14	5974	19.17
T O T A L	148	100.00	31166	100.00

SECTION 3 EMPLOYEE SECURITY

A. SENIORITY FIELD 1000 SENIORITY UNIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	3	2.03	32	.10
EMPLOYER(PLANT,BARGAINING UNIT)	80	54.05	8080	25.93
DEPARTMENT(BRANCH,DIVISION)	0	.00	0	.00
JOB CLASS(OCCUP.,CRAFT)	0	.00	0	.00
COMBINATION OF:1 & 2	29	19.59	4577	14.69
1 & 3	20	13.51	4415	14.17
1, 2 & 3	8	5.41	13292	42.65
CANNOT DETERMINE	4	2.70	268	.86
OTHER	4	2.70	502	1.61
TOTAL	148	100.00	31166	100.00

FIELD 1020 SENIORITY ON PROMOTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	10	6.76	305	.98
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	32	21.62	1563	5.02
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	98	66.22	16934	54.33
STRAIGHT SENIORITY	1	.68	21	.07
CANNOT DETERMINE	6	4.05	12289	39.43
OTHER	1	.68	54	.17
TOTAL	148	100.00	31166	100.00

FIELD 1040 SENIORITY ON LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	6	4.05	184	.59
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	12	8.11	258	.83
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	75	50.68	22196	71.22
STRAIGHT SENIORITY	46	31.08	7846	25.17
CANNOT DETERMINE	8	5.41	544	1.75
OTHER	1	.68	138	.44
TOTAL	148	100.00	31166	100.00

FIELD 1060 RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	24	16.22	1338	4.29
LESS THAN 6 MONTHS	4	2.70	114	.37
6 MONTHS	15	10.14	1495	4.80
7 - 11 MONTHS	5	3.38	240	.77
1 YEAR	45	30.41	7639	24.51
13 - 23 MONTHS	15	10.14	1205	3.87
2 YEARS	16	10.81	16493	52.92
RELATED TO AMOUNT OF SENIORITY OR LENGTH OF SERVICE	13	8.78	1968	6.31
MENTIONED BUT NOT SPECIFIED	5	3.38	484	1.55
OTHER	6	4.05	190	.61
T O T A L	148	100.00	31166	100.00

FIELD 1070 BUMPING RIGHTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	103	69.59	7237	23.22
MENTIONED	45	30.41	23929	76.78
T O T A L	148	100.00	31166	100.00

FIELD 1080 RECALL PROCEDURE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	8	5.41	210	.67
GOVERNS WHERE QUALIFICATIONS ARE EQUAL	12	8.11	386	1.24
GOVERNS WHERE QUALIFICATIONS ARE SUFFICIENT	84	56.76	16498	52.94
STRAIGHT SENIORITY	23	15.54	1526	4.90
CANNOT DETERMINE	21	14.19	12546	40.26
T O T A L	148	100.00	31166	100.00

FIELD 1090 LAYOFF PROTECTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	106	71.62	27589	88.52
NO NEW EMPLOYEES TO BE HIRED UNTIL THOSE ON LAYOFF HAVE BEEN GIVEN OPPORTUNITY OF RECALL	39	26.35	3476	11.15
RESTRICTION ON OVERTIME WHILE EMPLOYEES ON LAYOFF	1	.68	34	.11
OTHER	2	1.35	67	.21
T O T A L	148	100.00	31166	100.00

FIELD 1100 LOSS OF RECALL/SENIORITY RIGHTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	10	6.76	426	1.37
FAILURE TO REPORT WHEN NOTIFIED	21	14.19	986	3.16
LOSS OF RIGHTS AFTER A SPECIFIED PERIOD	12	8.11	423	1.36
COMBINATION OF 1 AND 2	102	68.92	28883	92.67
CANNOT DETERMINE	3	2.03	448	1.44
T O T A L	148	100.00	31166	100.00

FIELD 1120 SPECIAL SENIORITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	140	94.59	29912	95.98
MENTIONED	8	5.41	1254	4.02
T O T A L	148	100.00	31166	100.00

B. JOB PROTECTION AND RELATED PROVISIONS
FIELD 1500 PROBATIONARY PERIOD AFTER HIRING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	8	5.41	351	1.13
30 DAYS	15	10.14	993	3.19
45 DAYS	12	8.11	505	1.62
60 DAYS	17	11.49	2436	7.82
90 DAYS	50	33.78	10770	34.56
91-179 DAYS	5	3.38	425	1.36
180 DAYS	13	8.78	818	2.62
181-364 DAYS	3	2.03	185	.59
365 DAYS	7	4.73	1469	4.71
VARIES DEPENDING ON CIRCUMSTANCES	18	12.16	13214	42.40
T O T A L	148	100.00	31166	100.00

FIELD 1505 MEDICAL EXAMINATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	118	79.73	18687	59.96
REQUIRED OF ALL EMPLOYEES	13	8.78	1139	3.65
REQUIRED ONLY AT EMPLOYERS REQUEST	14	9.46	6815	21.87
OTHER	3	2.03	4525	14.52
T O T A L	148	100.00	31166	100.00

FIELD 1510 TRIAL PERIOD AFTER PROMOTION,
TRANSFER, RECLASSIFICATION, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	47	31.76	5778	18.54
LESS THAN 30 DAYS	4	2.70	161	.52
30 DAYS	20	13.51	811	2.60
31 - 59 DAYS	13	8.78	1234	3.96
60 DAYS	24	16.22	6957	22.32
90 DAYS	16	10.81	1745	5.60
180 DAYS	10	6.76	1510	4.85
365 DAYS	1	.68	30	.10
VARIES DEPENDING ON CIRCUMSTANCES	11	7.43	12799	41.07
MENTIONED BUT NOT SPECIFIED	2	1.35	141	.45
T O T A L	148	100.00	31166	100.00

FIELD 1520 NOTICE OF LAYOFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	70	47.30	4260	13.67
5 DAYS	11	7.43	998	3.20
6-19 DAYS	9	6.08	1141	3.66
20-60 DAYS	7	4.73	12227	39.23
VARIABLES BY LENGTH OF SERVICE (SAME OR BETTER THAN LEGISLATION)	41	27.70	11826	37.95
VARIABLES BY LENGTH OF SERVICE (LESS THAN LEGISLATION)	2	1.35	23	.07
NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	2	1.35	275	.88
OTHER	6	4.05	416	1.33
T O T A L	148	100.00	31166	100.00

FIELD 1540 NOTICE OF TERMINATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	74	50.00	10360	33.24
5-9 DAYS	9	6.08	516	1.66
10-15 DAYS	12	8.11	4147	13.31
20-30 DAYS	18	12.16	12555	40.28
VARIABLES BY LENGTH OF SERVICE (SAME OR BETTER THEN LEGISLATION)	26	17.57	2606	8.36
VARIABLES BY LENGTH OF SERVICE (LESS THAN LEGISLATION)	1	.68	13	.04
NOTICE MENTIONED BUT LENGTH NOT SPECIFIED	2	1.35	275	.88
OTHER	6	4.05	694	2.23
T O T A L	148	100.00	31166	100.00

FIELD 1550 PAY IN LIEU OF NOTICE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	77	52.03	4732	15.18
ON LAYOFF	25	16.89	7663	24.59
ON TERMINATION	17	11.49	16821	53.97
BOTH	28	18.92	1475	4.73
OTHER	1	.68	475	1.52
T O T A L	148	100.00	31166	100.00

FIELD 1560 EMPLOYMENT STATUS GIVEN
FOR PREVIOUS EXPERIENCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	105	70.95	6571	21.08
MENTIONED	43	29.05	24595	78.92
TOTAL	148	100.00	31166	100.00

FIELD 1580 POSTING OF JOB VACANCIES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	22	14.86	926	2.97
MENTIONED	126	85.14	30240	97.03
TOTAL	148	100.00	31166	100.00

FIELD 1600 ALTERNATE EMPLOYMENT FOR
OLDER OR HANDICAPPED EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	96	64.86	8647	27.74
MENTIONED	52	35.14	22519	72.26
TOTAL	148	100.00	31166	100.00

FIELD 1620 GUARANTEED EMPLOYMENT
AND/OR EARNINGS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	131	88.51	30184	96.85
MENTIONED	17	11.49	982	3.15
TOTAL	148	100.00	31166	100.00

FIELD 1640 WORK SHARING ARRANGEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	147	99.32	31109	99.82
MENTIONED	1	.68	57	.18
T O T A L	148	100.00	31166	100.00

FIELD 1660 CONTRACTING OUT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	114	77.03	28089	90.13
PERMITTED	4	2.70	117	.38
RESTRICTED	27	18.24	2827	9.07
CANNOT DETERMINE	3	2.03	133	.43
T O T A L	148	100.00	31166	100.00

FIELD 1680 PERFORMANCE EVALUATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	113	76.35	13859	44.47
MENTIONED	35	23.65	17307	55.53
T O T A L	148	100.00	31166	100.00

S E C T I O N 4 G R I E V A N C E P R O C E D U R E

FIELD 2000 INITIAL PRESENTATION TO MANAGEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	1	.68	8	.03
BY WRITTEN NOTICE	69	46.62	17233	55.29
SHOP STEWARD AND/OR UNION REP WITH OR WITHOUT EMPLOYEE	63	42.57	13014	41.76
EMPLOYEE	3	2.03	20	.06
UNION REPRESENTATIVE	1	.68	199	.64
GRIEVANCE COMMITTEE	8	5.41	625	2.01
MORE THAN ONE ALTERNATIVE PROCEDURE	3	2.03	67	.21
T O T A L	148	100.00	31166	100.00

FIELD 2020 LENGTH OF TIME TO
INITIATE GRIEVANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	1	.68	8	.03
1-4 DAYS	7	4.73	440	1.41
5-6 DAYS	16	10.81	836	2.68
7 DAYS	18	12.16	1366	4.38
8-12 DAYS	22	14.86	1772	5.69
13-14 DAYS	21	14.19	6599	21.17
15-20 DAYS	5	3.38	1381	4.43
21-29 DAYS	4	2.70	120	.39
30 DAYS	14	9.46	13109	42.06
31-60 DAYS	2	1.35	355	1.14
VARIES BY TYPE OF GRIEVANCE	13	8.78	623	2.00
MENTIONED BUT NOT SPECIFIED	25	16.89	4557	14.62
T O T A L	148	100.00	31166	100.00

FIELD 2040 ACCELERATED PROCEDURE IN DISMISSAL
OR DISCIPLINARY CASES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	110	74.32	28082	90.10
MENTIONED	38	25.68	3084	9.90
T O T A L	148	100.00	31166	100.00

FIELD 2060 COMPENSATION FOR GRIEVANCE WORK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	49	33.11	2570	8.25
PAID (NO LOSS IN PAY OR BENEFITS)	88	59.46	27891	89.49
PARTLY PAID	5	3.38	379	1.22
CANNOT DETERMINE	1	.68	24	.08
OTHER	5	3.38	302	.97
T O T A L	148	100.00	31166	100.00

FIELD 2080 CONCILIATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	139	93.92	30303	97.23
MENTIONED	9	6.08	863	2.77
T O T A L	148	100.00	31166	100.00

FIELD 2100 ARBITRATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	4	2.70	356	1.14
SPECIFIC PROVISION FOR:				
ARBITRATION PROCEEDINGS PER				
LEGISLATION	22	14.86	5431	17.43
SINGLE ARBITRATOR	21	14.19	5287	16.96
ARBITRATION BOARD (TRIPARTITE)	91	61.49	16993	54.52
CHOICE OF ALTERNATIVES	8	5.41	2987	9.58
MENTIONED BUT NOT SPECIFIED	2	1.35	112	.36
T O T A L	148	100.00	31166	100.00

FIELD 2120 SPECIFIC ARBITRATORS OR CHAIRMAN
OF ARBITRATION BOARD

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	127	85.81	17420	55.89
MENTIONED	21	14.19	13746	44.11
T O T A L	148	100.00	31166	100.00

SECTION 5
DAYS AND HOURS OF WORK
NON-OFFICE EMPLOYEES

FIELD 2500 A. NORMAL DAILY HOURS

	AGREEMENTS	
	NO.	%
NOT MENTIONED	1	.68
LESS THAN 7 1/2 HOURS	17	11.49
7 1/2 HOURS	22	14.86
MORE THAN 7 1/2, LESS THAN 8 HOURS	7	4.73
8 HOURS	79	53.38
MORE THAN 8 HOURS	2	1.35
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	12	8.11
OTHER	8	5.41
T O T A L	148	100.00

FIELD 2520 B. NORMAL WEEKLY WORK DAYS

	AGREEMENTS	
	NO.	%
NOT MENTIONED	1	.68
4 DAYS	2	1.35
5 DAYS	126	85.14
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	12	8.11
OTHER	7	4.73
T O T A L	148	100.00

FIELD 2540 C. NORMAL WEEKLY HOURS

	AGREEMENTS	
	NO.	%
NOT MENTIONED	1	.68
35 HOURS OR LESS	5	3.38
MORE THAN 35, LESS THAN 37 1/2 HRS	13	8.78
37 1/2 HOURS	22	14.86
MORE THAN 37 1/2, LESS THAN 40 HRS	6	4.05
40 HOURS	85	57.43
42 HOURS	1	.68
ONLY OFFICE EMPLOYEES IN BARGAINING UNIT	12	8.11
OTHER	3	2.03
T O T A L	148	100.00

OFFICE EMPLOYEES

FIELD 2560 A. NORMAL DAILY HOURS

	AGREEMENTS	
	NO.	%
NOT MENTIONED	1	.68
LESS THAN 7 HOURS	3	2.03
7 HOURS	10	6.76
MORE THAN 7, LESS THAN 7 1/2 HOURS	14	9.46
7 1/2 HOURS	16	10.81
MORE THAN 7 1/2, LESS THAN 8 HOURS	4	2.70
8 HOURS	17	11.49
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	80	54.05
OTHER	3	2.03
T O T A L	148	100.00

FIELD 2580 B. NORMAL WEEKLY WORK DAYS

	AGREEMENTS	
	NO.	%
NOT MENTIONED	1	.68
5 DAYS	65	43.92
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	80	54.05
OTHER	2	1.35
T O T A L	148	100.00

FIELD 2600 C. NORMAL WEEKLY HOURS

	AGREEMENTS	
	NO.	%
NOT MENTIONED	0	.00
LESS THAN 35 HOURS	3	2.03
35 HOURS	11	7.43
36 HOURS	9	6.08
MORE THAN 36, LESS THAN 37 1/2 HRS	8	5.41
37 1/2 HOURS	16	10.81
38-39 HOURS	2	1.35
40 HOURS	17	11.49
ONLY NON-OFFICE EMPLOYEES IN BARGAINING UNIT	80	54.05
OTHER	2	1.35
T O T A L	148	100.00

FIELD 2620 DAYS OFF PER WEEK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	13	8.78	525	1.68
2 DAYS (CONSECUTIVE)	62	41.89	9246	29.67
2 DAYS (NOT CONSECUTIVE)	1	.68	7	.02
2 DAYS (CANNOT DETERMINE IF CONSECUTIVE)	16	10.81	456	1.46
3 DAYS (CONSECUTIVE)	1	.68	20	.06
NO STANDARD DAYS OFF PER WEEK WITH AVERAGING PROVISION OVER A SPECIFIC NUMBER OF WEEKS	7	4.73	113	.36
BANKING PRIVILEGES	9	6.08	12687	40.71
VARIES BY TYPE OF EMPLOYEE	18	12.16	5578	17.90
COMBINATION OF ARRANGEMENTS	7	4.73	1917	6.15
CANNOT DETERMINE	13	8.78	599	1.92
OTHER	1	.68	18	.06
T O T A L	148	100.00	31166	100.00

COMPRESSED WORK WEEK (INCLUDING BANKING)

FIELD 2640 A. PARTICIPATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPRESSED WORK WEEK NOT MENTIONED	97	65.54	5140	16.49
APPLIES TO ALL EMPLOYEES	28	18.92	18981	60.90
APPLIES TO SOME EMPLOYEES	19	12.84	6708	21.52
CANNOT DETERMINE	4	2.70	337	1.08
T O T A L	148	100.00	31166	100.00

FIELD 2650

**B. TYPE(S) OF COMPRESSED
WORK WEEK**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
COMPRESSED WORK WEEK NOT MENTIONED	97	65.54	5140	16.49
BANKING SCHEDULES:				
5-4	10	6.76	267	.86
5-5-4	8	5.41	5172	16.60
5-5-5-4	0	.00	0	.00
OTHER BANKING SCHEDULE	13	8.78	2010	6.45
COMBINATION OF TWO OR				
MORE OF THE ABOVE	3	2.03	15963	51.22
4-DAY WEEK	9	6.08	1296	4.16
BANKING AND 4-DAY WEEK	4	2.70	684	2.19
OTHER	4	2.70	634	2.03
T O T A L	148	100.00	31166	100.00

FIELD 2660 PROVISION FOR A FLEXTIME SCHEDULE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	139	93.92	18402	59.05
APPLIES TO SOME EMPLOYEES	3	2.03	421	1.35
APPLIES TO ALL EMPLOYEES	5	3.38	12139	38.95
MENTIONED BUT NOT SPECIFIED	1	.68	204	.65
T O T A L	148	100.00	31166	100.00

**FIELD 2680 DAILY PAID REST PERIODS
(COFFEE BREAKS)**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	48	32.43	3895	12.50
10 MIN. TWICE A DAY	17	11.49	1363	4.37
15 MIN. TWICE A DAY	76	51.35	21921	70.34
20 MIN. TWICE A DAY	1	.68	5	.02
MENTIONED BUT NOT SPECIFIED	3	2.03	49	.16
OTHER	3	2.03	3933	12.62
T O T A L	148	100.00	31166	100.00

FIELD 2700 REST PERIOD(S) BEFORE
OR DURING OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	103	69.59	28127	90.25
MENTIONED	45	30.41	3039	9.75
TOTAL	148	100.00	31166	100.00

SECTION 6
OVERTIME PAY

FIELD 3000 RATE AFTER NORMAL DAILY HOURS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	6	4.05	380	1.22
SINGLE RATES:				
TIME AND ONE-HALF	46	31.08	1705	5.47
TIME AND THREE-QUARTERS	1	.68	10	.03
DOUBLE TIME	18	12.16	6851	21.98
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER:				
1 HOUR	1	.68	39	.13
2 HOURS	16	10.81	861	2.76
3 HOURS	22	14.86	667	2.14
4 HOURS	28	18.92	19704	63.22
MORE THAN 4 HOURS	2	1.35	118	.38
VARIES BY TYPE OF EMPLOYEE	8	5.41	831	2.67
TOTAL	148	100.00	31166	100.00

FIELD 3020 RATE AFTER NORMAL WEEKLY HOURS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	6	4.05	380	1.22
SINGLE RATES:				
TIME AND ONE-HALF	104	70.27	23002	73.80
TIME AND THREE-QUARTERS	1	.68	10	.03
DOUBLE TIME	18	12.16	6851	21.98
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER:				
2 HOURS	5	3.38	371	1.19
3 HOURS	2	1.35	15	.05
4 HOURS	2	1.35	58	.19
MORE THAN 4 HOURS	2	1.35	115	.37
VARIES BY TYPE OF EMPLOYEE	7	4.73	356	1.14
OTHER	1	.68	8	.03
T O T A L	148	100.00	31166	100.00

FIELD 3040 RATE ON SATURDAY OR
FIRST DAY OF REST

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	30	20.27	1492	4.79
SINGLE RATES:				
TIME AND ONE-HALF	35	23.65	1553	4.98
DOUBLE TIME	53	35.81	27119	87.01
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER:				
2 HOURS	3	2.03	129	.41
3 HOURS	6	4.05	86	.28
4 HOURS	10	6.76	466	1.50
MORE THAN 4 HOURS	3	2.03	104	.33
VARIES BY TYPE OF EMPLOYEE	7	4.73	200	.64
OTHER	1	.68	17	.05
T O T A L	148	100.00	31166	100.00

FIELD 3060 RATE ON SUNDAY OR
SECOND DAY OF REST

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	30	20.27	1610	5.17
SINGLE RATES:				
TIME AND ONE-HALF	13	8.78	372	1.19
DOUBLE TIME	90	60.81	28751	92.25
MORE THAN DOUBLE TIME	1	.68	13	.04
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER:				
2 HOURS	2	1.35	99	.32
4 HOURS	4	2.70	82	.26
MORE THAN 4 HOURS	1	.68	39	.13
VARIES BY TYPE OF EMPLOYEE	7	4.73	200	.64
TOTAL	148	100.00	31166	100.00

FIELD 3070 NO LAYOFF OR REDUCTION OF HOURS TO
COMPENSATE FOR OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	115	77.70	28927	92.82
MENTIONED	33	22.30	2239	7.18
TOTAL	148	100.00	31166	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT
APPLICABLE OVERTIME RATES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	98	66.22	7337	23.54
MENTIONED	50	33.78	23829	76.46
TOTAL	148	100.00	31166	100.00

FIELD 3100 RIGHT TO REFUSE OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	78	52.70	16202	51.99
VOLUNTARY	34	22.97	6888	22.10
VOLUNTARY EXCEPT IN CASES OF EMERGENCY	17	11.49	5650	18.13
EMPLOYEE MAY NOT UNREASONABLY REFUSE	13	8.78	1280	4.11
OTHER	6	4.05	1146	3.68
T O T A L	148	100.00	31166	100.00

FIELD 3120 DISTRIBUTION OF OVERTIME

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	105	70.95	28232	90.59
EQUALLY DISTRIBUTED AMONG EMPLOYEES				
ON PLANTWIDE BASIS	4	2.70	30	.10
WITHIN DEPARTMENT	4	2.70	391	1.25
WITHIN OCCUPATION/WAGE CLASS	14	9.46	1615	5.18
BASED ON SENIORITY	14	9.46	423	1.36
COMBINATION	3	2.03	137	.44
MENTIONED BUT NOT SPECIFIED	1	.68	15	.05
OTHER	3	2.03	323	1.04
T O T A L	148	100.00	31166	100.00

FIELD 3140 MEAL OR MEAL ALLOWANCE ON
OVERTIME, CALLBACK, ETC.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	101	68.24	28356	90.98
LESS THAN \$5	8	5.41	232	.74
\$5 TO \$5.99	9	6.08	907	2.91
\$6	8	5.41	477	1.53
\$6.01 TO \$9.50	4	2.70	230	.74
MEAL PROVIDED, AMOUNT NOT SPECIFIED	18	12.16	964	3.09
T O T A L	148	100.00	31166	100.00

SECTION 7

PREMIUM PAY

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	47	31.76	1392	4.47
CENTS PER HOUR: LESS THAN 30	10	6.76	1251	4.01
30-39	16	10.81	1045	3.35
40	19	12.84	1112	3.57
41-49	5	3.38	4232	13.58
50	6	4.05	13221	42.42
51-59	16	10.81	7486	24.02
60-69	7	4.73	187	.60
70-99	4	2.70	148	.47
FLAT AMOUNT PER SHIFT	10	6.76	257	.82
OTHER	8	5.41	835	2.68
TOTAL	148	100.00	31166	100.00

FIELD 3520 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	52	35.14	1941	6.23
CENTS PER HOUR: LESS THAN 30	5	3.38	555	1.78
30-39	13	8.78	1659	5.32
40	9	6.08	714	2.29
41-49	5	3.38	552	1.77
50	8	5.41	16638	53.39
51-59	16	10.81	7290	23.39
60-69	10	6.76	403	1.29
70-99	10	6.76	590	1.89
FLAT AMOUNT PER SHIFT	12	8.11	319	1.02
OTHER	8	5.41	505	1.62
TOTAL	148	100.00	31166	100.00

FIELD 3540 SPLIT SHIFTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	127	85.81	20121	64.56
NOT ALLOWED	16	10.81	10387	33.33
ALLOWED, DIFFERENTIAL NOT MENTIONED	4	2.70	413	1.33
ALLOWED, DIFFERENTIAL MENTIONED	1	.68	245	.79
TOTAL	148	100.00	31166	100.00

FIELD 3580 HIGHER SERVICE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	37	25.00	2203	7.07
MENTIONED	111	75.00	28963	92.93
T O T A L	148	100.00	31166	100.00

FIELD 3600 PREMIUM PAY FOR WORKING ON
PAID HOLIDAYS (IN ADDITION
TO LEGISLATED HOLIDAY PAY)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	22	14.86	1314	4.22
SINGLE RATES:				
TIME AND ONE-HALF	78	52.70	22116	70.96
TIME AND THREE-QUARTERS	1	.68	10	.03
DOUBLE TIME	40	27.03	7442	23.88
MORE THAN DOUBLE TIME	1	.68	21	.07
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO				
DOUBLE TIME AFTER:				
2 HOURS	2	1.35	15	.05
3 HOURS	2	1.35	195	.63
4 HOURS	1	.68	14	.04
MORE THAN 4 HOURS	1	.68	39	.13
T O T A L	148	100.00	31166	100.00

FIELD 3620 SERVICE REQUIREMENT FOR
HOLIDAY PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	145	97.97	31110	99.82
MENTIONED	3	2.03	56	.18
T O T A L	148	100.00	31166	100.00

FIELD 3640 WORK REQUIREMENT FOR HOLIDAY PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	119	80.41	28219	90.54
WORK ON SCHEDULED DAY BOTH BEFORE & AFTER HOLIDAY	20	13.51	1767	5.67
WORK A SPECIFIED AMOUNT OF TIME PRIOR TO HOLIDAY	4	2.70	851	2.73
OTHER	5	3.38	329	1.06
T O T A L	148	100.00	31166	100.00

MISCELLANEOUS PREMIUMS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
3701 RESPONSIBILITY PREMIUM (LEAD/CHARGE HAND, ACTING FOREMAN, SUPERVISOR, ETC.)	36	24.32	18271	58.62
3702 STAND-BY, ON-CALL PREMIUM	20	13.51	19560	62.76
3703 HAZARDOUS WORK PREMIUM	6	4.05	17109	54.90
3704 DIRTY WORK PREMIUM	8	5.41	1280	4.11
3705 WEEKEND (SCHEDULED WORK) OR CONSECUTIVE WEEKEND PREMIUM	16	10.81	10572	33.92
3706 PREMIUM FOR SHIFT CHANGE WITHOUT SUFFICIENT NOTICE OR INSUFFICIENT REST PERIODS BETWEEN SHIFTS	22	14.86	11850	38.02
3799 OTHER PREMIUMS	34	22.97	24192	77.62

SECTION 8 STATUTORY/PAID HOLIDAYS

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	0	.00	0	.00
9 DAYS	4	2.70	74	.24
10 DAYS	39	26.35	1821	5.84
11 DAYS	69	46.62	26888	86.27
11 1/2 DAYS	3	2.03	242	.78
12 DAYS	12	8.11	649	2.08
13 DAYS	8	5.41	1065	3.42
14 DAYS	7	4.73	200	.64
15 - 22 DAYS	5	3.38	75	.24
OTHER	1	.68	152	.49
T O T A L	148	100.00	31166	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	1	.68	8	.03
BOXING DAY	142	95.95	30935	99.26
NEW YEAR'S EVE, 1/2 DAY	10	6.76	432	1.39
NEW YEAR'S EVE DAY	3	2.03	139	.45
CHRISTMAS EVE, 1/2 DAY	15	10.14	691	2.22
CHRISTMAS EVE DAY	14	9.46	1311	4.21
EASTER MONDAY	46	31.08	8224	26.39
MUNICIPAL FAIR DAY, 1/2 DAY	2	1.35	16	.05
MUNICIPAL FAIR DAY	3	2.03	95	.30
EMPLOYEE'S BIRTHDAY	1	.68	167	.54
MID-WINTER HOLIDAY (FEBRUARY)	7	4.73	4102	13.16
FLOATING HOLIDAY: 1 DAY	25	16.89	13370	42.90
2 DAYS	3	2.03	669	2.15
3 DAYS	2	1.35	110	.35
YEAR-END HOLIDAYS: 3 DAYS	7	4.73	151	.48
5 DAYS	2	1.35	39	.13
9 DAYS	1	.68	7	.02
MAY 1ST/ MAY DAY	1	.68	21	.07
HERITAGE DAY	8	5.41	1086	3.48
OTHER: 1/2 DAY	1	.68	33	.11
1 DAY	9	6.08	1450	4.65
3 DAYS	2	1.35	78	.25
OTHER	0	.00	0	.00

SECTION 9

PAID VACATION

FIELD 4500 LENGTH OF SERVICE REQUIRED FOR THREE WEEKS VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	4	2.70	109	.35
1 YEAR	130	87.84	30580	98.12
2 - 5 YEARS	2	1.35	44	.14
SPECIFICALLY STATES 'ACCORDING TO LABOUR STANDARDS'	9	6.08	318	1.02
OTHER	3	2.03	115	.37
TOTAL	148	100.00	31166	100.00

FIELD 4520 LENGTH OF SERVICE REQUIRED FOR FOUR WEEKS VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	3	2.03	70	.22
1 - 4 YEARS	10	6.76	173	.56
5 YEARS	8	5.41	307	.99
6 YEARS	8	5.41	6258	20.08
7 YEARS	5	3.38	191	.61
8 YEARS	27	18.24	2888	9.27
9 YEARS	17	11.49	1933	6.20
10 YEARS	53	35.81	18634	59.79
11 - 15 YEARS	1	.68	14	.04
SPECIFICALLY STATES 'ACCORDING TO LABOUR STANDARDS'	11	7.43	550	1.76
OTHER	5	3.38	148	.47
TOTAL	148	100.00	31166	100.00

FIELD 4540 LENGTH OF SERVICE REQUIRED FOR
FIVE WEEKS VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	32	21.62	1114	3.57
LESS THAN 10 YEARS	4	2.70	101	.32
10-14 YEARS	15	10.14	840	2.70
15 OR 16 YEARS	15	10.14	1584	5.08
17 YEARS	14	9.46	7341	23.55
18 YEARS	11	7.43	1453	4.66
19 YEARS	4	2.70	108	.35
20 YEARS	31	20.95	17790	57.08
21 - 24 YEARS	9	6.08	509	1.63
25 YEARS	10	6.76	272	.87
OTHER	3	2.03	54	.17
T O T A L	148	100.00	31166	100.00

FIELD 4560 LENGTH OF SERVICE REQUIRED FOR
SIX WEEKS VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	92	62.16	4855	15.58
10-19 YEARS	11	7.43	795	2.55
20-24 YEARS	12	8.11	1585	5.09
25 YEARS	9	6.08	932	2.99
26-29 YEARS	5	3.38	560	1.80
30 YEARS	18	12.16	22421	71.94
OTHER	1	.68	18	.06
T O T A L	148	100.00	31166	100.00

FIELD 4580 SEVEN WEEKS VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	137	92.57	30429	97.64
MENTIONED	11	7.43	737	2.36
T O T A L	148	100.00	31166	100.00

FIELD 4600 EIGHT WEEKS VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	147	99.32	31153	99.96
MENTIONED	1	.68	13	.04
TOTAL	148	100.00	31166	100.00

FIELD 4680 HOLIDAY FALLING WITHIN VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	42	28.38	2129	6.83
ANOTHER PAID DAY OFF	72	48.65	17235	55.30
AN EXTRA DAY'S PAY	3	2.03	1088	3.49
CHOICE OF ANOTHER DAY OFF				
OR AN EXTRA DAY'S PAY	31	20.95	10714	34.38
TOTAL	148	100.00	31166	100.00

FIELD 4700 HOLIDAY FALLING ON A DAY OFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	31	20.95	1072	3.44
DAY OFF IMMEDIATELY PRECEEDING				
OR FOLLOWING THE HOLIDAY	62	41.89	18943	60.78
AN EXTRA DAY'S PAY	6	4.05	413	1.33
ANOTHER DAY OFF	29	19.59	2231	7.16
CHOICE OF ANOTHER DAY OFF				
OR AN EXTRA DAY'S PAY	15	10.14	6980	22.40
OTHER	5	3.38	1527	4.90
TOTAL	148	100.00	31166	100.00

FIELD 4720 ELECTION OF PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	15	10.14	1106	3.55
ELECTION OF VACATION TIME BASED ON SENIORITY	52	35.14	3570	11.45
VACATION DURING GENERAL PLANT SHUTDOWN	16	10.81	864	2.77
VACATION TAKEN AT COMPANY DISCRETION	4	2.70	485	1.56
MUTUALLY NEGOTIATED	29	19.59	1902	6.10
ROTATION SCHEME	6	4.05	16005	51.35
VARIES BY TYPE OF EMPLOYEE	1	.68	475	1.52
COMBINATION OF ARRANGEMENTS	17	11.49	5684	18.24
CANNOT DETERMINE	5	3.38	868	2.79
OTHER	3	2.03	207	.66
T O T A L	148	100.00	31166	100.00

FIELD 4740 PARTIAL ELECTION OF VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	126	85.14	29867	95.83
MENTIONED	22	14.86	1299	4.17
T O T A L	148	100.00	31166	100.00

FIELD 4760 SUPPLEMENTARY VACATION/
VACATION BONUS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	124	83.78	15856	50.88
SUPPLEMENTARY VACATION (DAYS)	11	7.43	1119	3.59
VACATION BONUS (MONEY)	7	4.73	1551	4.98
BOTH OR CHOICE	6	4.05	12640	40.56
T O T A L	148	100.00	31166	100.00

FIELD 4770 DISPLACED OR DEFERRED VACATION BY
APPROVED LEAVE OF ABSENCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	95	64.19	4894	15.70
MENTIONED	53	35.81	26272	84.30
TOTAL	148	100.00	31166	100.00

FIELD 4780 VACATION CARRY-OVER

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	83	56.08	9696	31.11
LIMITED	43	29.05	15181	48.71
UNLIMITED	5	3.38	4511	14.47
NOT ALLOWED	16	10.81	1303	4.18
OTHER	1	.68	475	1.52
TOTAL	148	100.00	31166	100.00

SECTION 10
PAY GUARANTEES

FIELD 3000 REPORTING PAY GUARANTEE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	71	47.97	16163	51.86
2 HOURS	4	2.70	116	.37
3 HOURS	19	12.84	7081	22.72
4 HOURS	30	20.27	2077	6.66
7 TO 7:59 HOURS	3	2.03	43	.14
8 HOURS	6	4.05	904	2.90
DEPENDS ON WHETHER EMPLOYEE WORKS	9	6.08	743	2.38
OTHER	6	4.05	4039	12.96
TOTAL	148	100.00	31166	100.00

FIELD 5020 CALL-BACK PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	37	25.00	1985	6.37
GREATER OF 3 HOURS OR HOURS WORKED AT OVERTIME RATES	4	2.70	129	.41
GREATER OF 4 HOURS OR HOURS WORKED AT OVERTIME RATES	19	12.84	2544	8.16
TWO HOURS	1	.68	49	.16
THREE HOURS	2	1.35	45	.14
FOUR HOURS	6	4.05	518	1.66
TWO HOURS AT OVERTIME RATES	32	21.62	21822	70.02
THREE HOURS AT OVERTIME RATES	27	18.24	2025	6.50
FOUR HOURS AT OVERTIME RATES	13	8.78	1801	5.78
OTHER	7	4.73	248	.80
T O T A L	148	100.00	31166	100.00

FIELD 5100 PRORATION OF BENEFITS FOR
PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	63	42.57	4210	13.51
ALL WORKING CONDITIONS AND BENEFITS	27	18.24	5203	16.69
SOME WORKING CONDITIONS AND BENEFITS	56	37.84	21554	69.16
PART-TIME EXCLUDED FROM SCOPE	1	.68	61	.20
MENTIONED BUT NOT SPECIFIED	1	.68	138	.44
T O T A L	148	100.00	31166	100.00

FIELD 5120 PROVISION FOR SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	62	41.89	6421	20.60
ON RETIREMENT	10	6.76	2185	7.01
ON PERMANENT LAYOFF	3	2.03	30	.10
ON TERMINATION OF EMPLOYMENT	11	7.43	920	2.95
ON TERMINATION OR LAYOFF DUE TO TECHNOLOGICAL CHANGE	29	19.59	7072	22.69
COMBINATION OF THE ABOVE	33	22.30	14738	46.65
T O T A L	148	100.00	31166	100.00

FIELD 5140 MINIMUM LENGTH OF SERVICE TO
QUALIFY FOR SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	63	42.57	6544	21.00
1 YEAR	9	6.08	1447	4.64
2 YEARS	4	2.70	347	1.11
3 YEARS	5	3.38	181	.58
5 YEARS	7	4.73	372	1.19
10 YEARS	13	8.78	1921	6.16
11-15 YEARS	1	.68	15	.05
VARIES BY REASON FOR SEVERANCE	7	4.73	1111	3.56
MENTIONED BUT NOT SPECIFIED	36	24.32	7104	22.79
OTHER	3	2.03	12124	38.90
T O T A L	148	100.00	31166	100.00

FIELD 5160 ACCUMULATION OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	62	41.89	6421	20.60
ONE WEEK'S PAY PER YEAR OF SERVICE	33	22.30	7130	22.88
TWO WEEK'S PAY PER YEAR OF SERVICE	2	1.35	27	.09
GRADUATED TO LENGTH OF SERVICE	8	5.41	939	3.01
PERCENT OF UNUSED SICK LEAVE	18	12.16	3349	10.75
PERCENT OF EARNINGS IN GIVEN PERIOD	6	4.05	107	.34
COMBINATION	13	8.78	12902	41.40
CANNOT DETERMINE	1	.68	26	.08
OTHER	5	3.38	265	.85
T O T A L	148	100.00	31166	100.00

FIELD 5180 MAXIMUM AMOUNT OF SEVERANCE PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	63	42.57	6436	20.65
LESS THAN 15 WEEKS	4	2.70	890	2.86
15 WEEKS	2	1.35	19	.06
30 WEEKS	6	4.05	1006	3.23
VARIES OR GRADUATED ACCORDING TO LENGTH OF SERVICE	7	4.73	928	2.98
PERCENT OF UNUSED SICK LEAVE	18	12.16	3349	10.75
PERCENT OF EARNINGS IN GIVEN PERIOD	6	4.05	107	.34
COMBINATION	12	8.11	12750	40.91
NO MAXIMUM MENTIONED	25	16.89	5416	17.38
OTHER	5	3.38	265	.85
T O T A L	148	100.00	31166	100.00

SECTION 11
COST OF LIVING ADJUSTMENT PROVISION

FIELD 5500 TYPE OF FORMULA

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	141	95.27	30544	98.00
FACTOR (POINT) CHANGE IN C.P.I. TO A CENTS PER HOUR OR MONTHLY INCREASE IN PAY	6	4.05	604	1.94
PERCENTAGE CHANGE IN C.P.I. TO A PERCENTAGE ADJUSTMENT IN PAY	1	.68	18	.06
T O T A L	148	100.00	31166	100.00

FIELD 5520 TRIGGERED FORMULA

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	142	95.95	30649	98.34
MENTIONED	6	4.05	517	1.66
T O T A L	148	100.00	31166	100.00

FIELD 5580 CONSUMER PRICE INDEX

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	141	95.27	30544	98.00
ALL CANADA	3	2.03	397	1.27
REGIONAL	2	1.35	98	.31
MENTIONED BUT NOT SPECIFIED	2	1.35	127	.41
T O T A L	148	100.00	31166	100.00

FIELD 5600 FREQUENCY OF REVIEW

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	141	95.27	30544	98.00
MONTHLY	1	.68	18	.06
QUARTERLY	1	.68	80	.26
SINGLE REVIEW	2	1.35	127	.41
IRREGULAR INTERVALS	1	.68	105	.34
CANNOT DETERMINE	2	1.35	292	.94
T O T A L	148	100.00	31166	100.00

FIELD 5620 PROVISION IN COLA FORMULA
FOR DECLINE IN C.P.I.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	146	98.65	30874	99.06
MENTIONED	2	1.35	292	.94
T O T A L	148	100.00	31166	100.00

FIELD 5640 TYPE OF ADJUSTMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	141	95.27	30544	98.00
TOTAL FOLD-IN	1	.68	80	.26
PARTIAL FOLD-IN	2	1.35	292	.94
CANNOT DETERMINE	2	1.35	123	.39
OTHER	2	1.35	127	.41
T O T A L	148	100.00	31166	100.00

SECTION 12 TECHNOLOGICAL CHANGE

FIELD 6000 NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	73	49.32	15319	49.15
LESS THAN 90 DAYS	5	3.38	134	.43
90 DAYS	35	23.65	6945	22.28
MORE THAN 90 DAYS	7	4.73	4584	14.71
STATES 'ACCORDING TO LEGISLATION'	13	8.78	572	1.84
MENTIONED BUT NOT SPECIFIED	14	9.46	3574	11.47
OTHER	1	.68	38	.12
T O T A L	148	100.00	31166	100.00

FIELD 6020 ADVANCE NOTICE OF LAY-OFF

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	116	78.38	21463	68.87
LESS THAN 90 DAYS	2	1.35	119	.38
90 DAYS	1	.68	7	.02
STATES 'ACCORDING TO LEGISLATION'	13	8.78	430	1.38
MENTIONED BUT NOT SPECIFIED	16	10.81	9147	29.35
T O T A L	148	100.00	31166	100.00

FIELD 6040 TRAINING OR RETRAINING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	116	78.38	18086	58.03
MENTIONED	32	21.62	13080	41.97
T O T A L	148	100.00	31166	100.00

FIELD 6060 EMPLOYMENT SECURITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	119	80.41	23781	76.30
MENTIONED	29	19.59	7385	23.70
T O T A L	148	100.00	31166	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	113	76.35	20652	66.26
MENTIONED	35	23.65	10514	33.74
TOTAL	148	100.00	31166	100.00

FIELD 6100 RELOCATION ALLOWANCE OR ASSISTANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	141	95.27	25968	83.32
MENTIONED	7	4.73	5198	16.68
TOTAL	148	100.00	31166	100.00

FIELD 6120 RE-OPENER CLAUSE AS A RESULT OF
PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	147	99.32	31157	99.97
MENTIONED	1	.68	9	.03
TOTAL	148	100.00	31166	100.00

SECTION 13
HEALTH AND WELFAREFIELD 6500 MINIMUM LENGTH OF SERVICE FOR
ENTITLEMENT TO SICK LEAVE BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	19	12.84	668	2.14
1 TO 30 DAYS	13	8.78	1418	4.55
90 DAYS	21	14.19	5264	16.89
180 DAYS	5	3.38	346	1.11
365 DAYS	6	4.05	179	.57
MENTIONED BUT NOT SPECIFIED	81	54.73	11129	35.71
OTHER	3	2.03	12162	39.02
TOTAL	148	100.00	31166	100.00

FIELD 6520 TYPE OF SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	5	3.38	208	.67
FLAT ALLOWANCE (MONTHLY OR ANNUAL)	78	52.70	22406	71.89
ALLOWANCE GRADUATED TO LENGTH OF SERVICE	1	.68	14	.04
PAID SICK LEAVE UNDER A HEALTH INSURANCE PLAN	33	22.30	2265	7.27
FLAT ALLOWANCE AND LEAVE UNDER A HEALTH INSURANCE PLAN	24	16.22	5619	18.03
MENTIONED BUT NOT SPECIFIED	6	4.05	439	1.41
OTHER	1	.68	215	.69
T O T A L	148	100.00	31166	100.00

FIELD 6540 ANNUAL SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	5	3.38	208	.67
LESS THAN 12 DAYS	7	4.73	464	1.49
12 DAYS	9	6.08	389	1.25
15 DAYS	31	20.95	20210	64.85
16 - 17 DAYS	2	1.35	48	.15
18 DAYS	17	11.49	490	1.57
20 DAYS	10	6.76	347	1.11
21 - 24 DAYS	8	5.41	895	2.87
COVERED BY HEALTH INSURANCE PLAN	47	31.76	7297	23.41
MENTIONED BUT NOT SPECIFIED	7	4.73	654	2.10
OTHER	5	3.38	164	.53
T O T A L	148	100.00	31166	100.00

FIELD 6560 MAXIMUM ACCUMULATION OF
UNUSED SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	9	6.08	269	.86
LESS THAN 120 DAYS	14	9.46	430	1.38
120 DAYS	14	9.46	2251	7.22
121 - 174 DAYS	8	5.41	4339	13.92
175 - 199 DAYS	10	6.76	792	2.54
200 - 365 DAYS	19	12.84	14009	44.95
COVERED BY HEALTH INSURANCE PLAN	47	31.76	6761	21.69
ACCUMULATION NOT ALLOWED	4	2.70	142	.46
UNLIMITED ACCUMULATION	10	6.76	557	1.79
MENTIONED BUT NOT SPECIFIED	9	6.08	687	2.20
OTHER	4	2.70	929	2.98
T O T A L	148	100.00	31166	100.00

FIELD 6570 OTHER SICK LEAVE PROVISIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	109	73.65	12645	40.57
SICK LEAVE EXTENSION (AFTER ACCUMULATED CREDITS EXHAUSTED)	21	14.19	12973	41.63
SICK LEAVE BANK	5	3.38	179	.57
BOTH	8	5.41	305	.98
OTHER	5	3.38	5064	16.25
T O T A L	148	100.00	31166	100.00

FIELD 6580 CONVERSION OF UNUSED SICK LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	114	77.03	10841	34.78
ANNUAL CONVERSION TO CASH OR DAYS OFF	5	3.38	92	.30
FULL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.	5	3.38	195	.63
PARTIAL CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.	23	15.54	15832	50.80
OTHER	1	.68	4206	13.50
T O T A L	148	100.00	31166	100.00

FIELD 6600 EXTENDED MEDICAL BENEFIT PLANS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	121	81.76	28799	92.41
MENTIONED	27	18.24	2367	7.59
T O T A L	148	100.00	31166	100.00

FIELD 6620 PROVISION FOR HEALTH
AND WELFARE PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	25	16.89	527	1.69
HEALTH AND WELFARE PLAN (SINGLE FUND)	4	2.70	54	.17
SERIES OF PLANS	95	64.19	17536	56.27
SINGLE PLAN	20	13.51	12971	41.62
CANNOT DETERMINE	2	1.35	64	.21
OTHER	2	1.35	14	.04
T O T A L	148	100.00	31166	100.00

FIELD 6640 EMPLOYER'S CONTRIBUTION TO LIFE
INSURANCE PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	57	38.51	3865	12.40
50%	22	14.86	1121	3.60
51-74%	2	1.35	169	.54
75%	4	2.70	425	1.36
100%	30	20.27	6257	20.08
VARIES ACCORDING TO DEPENDENTS AND/OR EARNINGS	1	.68	6	.02
MENTIONED BUT NOT SPECIFIED	27	18.24	15255	48.95
OTHER	5	3.38	4068	13.05
T O T A L	148	100.00	31166	100.00

FIELD 6660 AMOUNT OF LIFE INSURANCE BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	57	38.51	3865	12.40
\$2,000-\$9,999	6	4.05	4605	14.78
\$10,000-\$19,999	8	5.41	12696	40.74
\$20,000-\$29,999	12	8.11	1122	3.60
\$30,000-\$50,000	6	4.05	285	.91
VARIES WITH DEPENDENTS, MARITAL STATUS OR EARNINGS	14	9.46	679	2.18
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	42	28.38	3397	10.90
OTHER	3	2.03	4517	14.49
T O T A L	148	100.00	31166	100.00

FIELD 6680 EMPLOYER'S CONTRIBUTION
TO ACCIDENTAL DEATH &
DISABILITY PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	103	69.59	23620	75.79
50%	6	4.05	167	.54
75%	2	1.35	90	.29
100%	18	12.16	1552	4.98
MENTIONED BUT NOT SPECIFIED	18	12.16	5664	18.17
OTHER	1	.68	73	.23
T O T A L	148	100.00	31166	100.00

FIELD 6700 AMOUNT OF ACCIDENTAL DEATH AND
DISABILITY BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	103	69.59	23620	75.79
\$3,000-\$9,999	3	2.03	36	.12
\$10,000-\$19,999	3	2.03	195	.63
\$20,000-\$29,999	6	4.05	928	2.98
\$30,000-\$50,000	7	4.73	3985	12.79
VARIES WITH DEPENDENTS, MARITAL STATUS OR EARNINGS	9	6.08	1071	3.44
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	17	11.49	1331	4.27
T O T A L	148	100.00	31166	100.00

FIELD 6720 EMPLOYER'S CONTRIBUTION TO
LONG-TERM DISABILITY AND
INCOME CONTINUANCE PLAN
PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	16183	51.93
50%	17	11.49	6004	19.26
51 - 74%	1	.68	31	.10
75%	1	.68	10	.03
100%	18	12.16	1432	4.59
PLAN IN EXISTENCE, DETAILS NOT SPECIFIED	17	11.49	6848	21.97
OTHER	7	4.73	658	2.11
T O T A L	148	100.00	31166	100.00

FIELD 6740 WAITING PERIOD TO RECEIVE BENEFITS
UNDER LONG-TERM DISABILITY PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	16183	51.93
LESS THAN 26 WEEKS	10	6.76	4829	15.49
26-51 WEEKS	7	4.73	591	1.90
52 WEEKS OR MORE	9	6.08	1105	3.55
MENTIONED BUT NOT SPECIFIED	34	22.97	7835	25.14
OTHER	1	.68	623	2.00
T O T A L	148	100.00	31166	100.00

FIELD 6760 DURATION OF BENEFITS UNDER
LONG-TERM DISABILITY PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	16183	51.93
TO NORMAL RETIREMENT AGE	18	12.16	6641	21.31
LESS THAN NORMAL RETIREMENT	3	2.03	66	.21
CANNOT DETERMINE	39	26.35	7934	25.46
OTHER	1	.68	342	1.10
T O T A L	148	100.00	31166	100.00

FIELD 6780 PERCENT OF WAGE GUARANTEED UNDER
LONG-TERM DISABILITY PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	16183	51.93
50% OR LESS	7	4.73	576	1.85
51-64%	8	5.41	5215	16.73
65-70%	7	4.73	1142	3.66
CANNOT DETERMINE	32	21.62	6762	21.70
OTHER	7	4.73	1288	4.13
T O T A L	148	100.00	31166	100.00

FIELD 6800 EMPLOYER'S CONTRIBUTION TO
SICKNESS & ACCIDENT WEEKLY
INDEMNITY PLAN PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	23085	74.07
50%	5	3.38	135	.43
51-74%	3	2.03	207	.66
75%	5	3.38	455	1.46
100%	23	15.54	2254	7.23
MENTIONED BUT NOT SPECIFIED	21	14.19	4553	14.61
OTHER	4	2.70	477	1.53
T O T A L	148	100.00	31166	100.00

FIELD 6820 MAXIMUM AMOUNT OF SICKNESS
AND ACCIDENT WEEKLY INDEMNITY

6820(A) PERCENTAGE OF REGULAR EARNINGS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
60-66%	2	1.35	111	.36
67%	10	6.76	721	2.31
70%	7	4.73	817	2.62

6820(B) WEEKLY BENEFIT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
\$100-\$199	3	2.03	213	.68
\$200-\$249	3	2.03	169	.54
\$250-\$299	8	5.41	497	1.59
\$300-399	4	2.70	1159	3.72

6820(C) RESIDUAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	88	59.46	23090	74.09
VARIES ACCORDING TO LENGTH OF SERVICE	4	2.70	3781	12.13
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	17	11.49	530	1.70
OTHER	2	1.35	78	.25
T O T A L	148	100.00	31166	100.00

FIELD 6840 MAXIMUM DURATION OF SICKNESS
AND ACCIDENT WEEKLY INDEMNITY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	23011	73.83
LESS THAN 26 WEEKS	9	6.08	459	1.47
26 WEEKS	10	6.76	981	3.15
27-51 WEEKS	1	.68	805	2.58
52 WEEKS	10	6.76	1099	3.53
MORE THAN 52 WEEKS	1	.68	54	.17
PLAN MENTIONED BUT DETAILS NOT SPECIFIED	28	18.92	4641	14.89
OTHER	2	1.35	116	.37
T O T A L	148	100.00	31166	100.00

FIELD 6880 EMPLOYER'S CONTRIBUTION TO
PENSION PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	63	42.57	18673	59.91
50%	14	9.46	588	1.89
51-99%	1	.68	103	.33
100%	7	4.73	337	1.08
CENTS PER HOUR	11	7.43	1354	4.34
PLAN MENTIONED, DETAILS				
NOT SPECIFIED	48	32.43	8309	26.66
OTHER	4	2.70	1802	5.78
T O T A L	148	100.00	31166	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	136	91.89	17741	56.92
MENTIONED	12	8.11	13425	43.08
T O T A L	148	100.00	31166	100.00

FIELD 6900 ADMINISTRATION OF PENSION PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	69	46.62	23242	74.57
UNION	3	2.03	636	2.04
MANAGEMENT	2	1.35	53	.17
JOINT UNION - MANAGEMENT	3	2.03	71	.23
ADMINISTERED BY SEPARATE TRUSTEES	3	2.03	387	1.24
CANNOT DETERMINE	66	44.59	6730	21.59
OTHER	2	1.35	47	.15
T O T A L	148	100.00	31166	100.00

FIELD 6910 MANDATORY RETIREMENT/EXTENSIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	104	70.27	9585	30.75
MANDATORY RETIREMENT	11	7.43	12971	41.62
MANDATORY & EXTENSIONS				
AVAILABLE	33	22.30	8610	27.63
T O T A L	148	100.00	31166	100.00

FIELD 6920 EMPLOYER'S CONTRIBUTION TO
DENTAL PLAN PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	99	66.89	23154	74.29
50%	5	3.38	206	.66
51-99%	5	3.38	480	1.54
100%	19	12.84	6367	20.43
CENTS PER HOUR	9	6.08	494	1.59
PLAN IN EXISTENCE, DETAILS				
NOT SPECIFIED	6	4.05	372	1.19
OTHER	5	3.38	93	.30
T O T A L	148	100.00	31166	100.00

FIELD 6940 TYPE OF DENTAL WORK COVERED

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	100	67.57	23172	74.35
BASIC	1	.68	24	.08
BASIC & EXTENDED	19	12.84	1931	6.20
MENTIONED BUT NOT SPECIFIED	27	18.24	6024	19.33
OTHER	1	.68	15	.05
T O T A L	148	100.00	31166	100.00

FIELD 6960 OPTICAL CARE / PREPAID
PRESCRIPTION DRUG PLAN

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	132	89.19	28765	92.30
OPTICAL CARE	6	4.05	1372	4.40
PRESCRIPTION DRUG PLAN	3	2.03	75	.24
COMBINATION	7	4.73	954	3.06
T O T A L	148	100.00	31166	100.00

FIELD 6980 EMPLOYEE ASSISTANCE PROGRAM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	141	95.27	30638	98.31
DRUG AND/OR ALCOHOL ABUSE	3	2.03	169	.54
DRUG/ALCOHOL ABUSE & MENTAL ILLNESS	3	2.03	171	.55
OTHER	1	.68	188	.60
T O T A L	148	100.00	31166	100.00

S E C T I O N 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 TYPE OF HEALTH AND SAFETY CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	37	25.00	1075	3.45
STANDARD CLAUSE (SEE DEFINITIONS)	9	6.08	12617	40.48
NON-STANDARD CLAUSE	102	68.92	17474	56.07
T O T A L	148	100.00	31166	100.00

FIELD 7520 OCCUPATIONAL HEALTH AND
SAFETY COMMITTEE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	77	52.03	15072	48.36
MENTIONED	71	47.97	16094	51.64
T O T A L	148	100.00	31166	100.00

FIELD 7540 REFERENCE TO LEGISLATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	19429	62.34
MENTIONED BUT NOT SPECIFIED	2	1.35	27	.09
OCCUPATIONAL HEALTH AND SAFETY ACT	38	25.68	10994	35.28
OCCUPATIONAL HEALTH AND SAFETY ACT AND REGULATIONS UNDER THE ACT	13	8.78	561	1.80
OTHER	8	5.41	155	.50
T O T A L	148	100.00	31166	100.00

FIELD 7560 FUNCTIONS, PROCEDURES, RIGHTS OF
OCCUPATIONAL HEALTH COMMITTEE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	114	77.03	24292	77.94
MENTIONED	34	22.97	6874	22.06
T O T A L	148	100.00	31166	100.00

FIELD 7700 PAY FOR TIME SPENT ON
COMMITTEE MATTERS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	128	86.49	28419	91.19
MENTIONED	20	13.51	2747	8.81
T O T A L	148	100.00	31166	100.00

FIELD 7720 RIGHT TO REFUSE DANGEROUS WORK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	127	85.81	28749	92.24
MENTIONED	21	14.19	2417	7.76
T O T A L	148	100.00	31166	100.00

FIELD 7740 PROVISIONS FOR VDT OPERATORS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	143	96.62	27232	87.38
MENTIONED	5	3.38	3934	12.62
TOTAL	148	100.00	31166	100.00

EMPLOYER SUPPLEMENTS TO WORKERS'
COMPENSATION BENEFITSFIELD 7820 PERCENT EMPLOYEE RECIEVES
FROM BOTH SOURCES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	77	52.03	4314	13.84
LESS THAN 100%	4	2.70	252	.81
100%	63	42.57	10241	32.86
CANNOT DETERMINE	1	.68	4206	13.50
OTHER	3	2.03	12153	38.99
TOTAL	148	100.00	31166	100.00

FIELD 7840 MAXIMUM DURATION OF BENEFITS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	77	52.03	4314	13.84
LESS THAN 26 WEEKS	9	6.08	514	1.65
26-51 WEEKS	7	4.73	245	.79
52 WEEKS	24	16.22	22864	73.36
53-156 WEEKS	5	3.38	129	.41
CHARGED TO ACCUMULATED SICK LEAVE CREDITS	7	4.73	444	1.42
FOR DURATION OF DISABILITY OR COMPENSATION	8	5.41	1527	4.90
MENTIONED BUT NOT SPECIFIED	10	6.76	1104	3.54
OTHER	1	.68	25	.08
TOTAL	148	100.00	31166	100.00

**FIELD 7880 ADVANCE PAYMENT/ SUPPLEMENT
INCREASES WITH SALARY INCREMENTS**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	129	87.16	12344	39.61
ADVANCE PAYMENT	16	10.81	18779	60.25
SUPPLEMENT INCREASES WITH SALARY INCREMENTS	3	2.03	43	.14
T O T A L	148	100.00	31166	100.00

FIELD 7920 SAFETY APPAREL AND/OR EQUIPMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	85	57.43	25940	83.23
SUPPLIED AT: NO COST TO EMPLOYEE	33	22.30	3197	10.26
SOME COST TO EMPLOYEE	2	1.35	127	.41
MONETARY ALLOWANCE FOR PURCHASE &/OR REPLACEMENT	7	4.73	115	.37
SUPPLIED AND MONETARY ALLOWANCE	19	12.84	1108	3.56
MENTIONED BUT NOT SPECIFIED	1	.68	204	.65
OTHER	1	.68	475	1.52
T O T A L	148	100.00	31166	100.00

**S E C T I O N 15
LEAVE OF ABSENCE PROVISIONS**

**FIELD 8000 PAID BEREAVEMENT LEAVE
(IMMEDIATE FAMILY)**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	6	4.05	16087	51.62
1 - 2 DAYS	2	1.35	37	.12
3 DAYS	84	56.76	6431	20.63
4 OR 5 DAYS	25	16.89	3392	10.88
MORE THAN 5 DAYS	3	2.03	45	.14
DEPENDS ON RELATIONSHIP OR CIRCUMSTANCES	13	8.78	382	1.23
INDEFINITE OR NOT SPECIFIED	6	4.05	4563	14.64
OTHER	9	6.08	229	.73
T O T A L	148	100.00	31166	100.00

**FIELD 8005 PAID BEREAVEMENT LEAVE
EXTENSION FOR TRAVEL**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	115	77.70	28358	90.99
1-3 DAYS	19	12.84	658	2.11
MORE THAN 3 DAYS	4	2.70	530	1.70
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	8	5.41	798	2.56
LEAVE IS UNPAID	1	.68	17	.05
OTHER	1	.68	805	2.58
TOTAL	148	100.00	31166	100.00

**FIELD 8010 PAID BEREAVEMENT LEAVE FOR OTHER
RELATIVES OR NON-RELATIVES**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	99	66.89	26077	83.67
1/2 DAY	14	9.46	2480	7.96
1 DAY	23	15.54	1405	4.51
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	5	3.38	279	.90
MENTIONED BUT NOT SPECIFIED	1	.68	14	.04
LEAVE IS UNPAID	3	2.03	67	.21
OTHER	3	2.03	844	2.71
TOTAL	148	100.00	31166	100.00

**FIELD 8020 PAID COMPASSIONATE LEAVE (OTHER
THAN BEREAVEMENT)**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	91	61.49	10072	32.32
DEDUCTED FROM SICK LEAVE AVAILABLE, DEDUCTION FROM SICK LEAVE NOT MENTIONED	14	9.46	5313	17.05
DEDUCTION FROM SICK LEAVE DEPENDS ON REASON	22	14.86	1882	6.04
MENTIONED BUT NOT SPECIFIED	10	6.76	12327	39.55
LEAVE IS UNPAID	3	2.03	291	.93
OTHER	3	2.03	87	.28
TOTAL	5	3.38	1194	3.83
	148	100.00	31166	100.00

**FIELD 8040 NUMBER OF DAYS OF PAID
COMPASSIONATE LEAVE**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	91	61.49	10072	32.32
1 - 3 DAYS	6	4.05	468	1.50
5 DAYS	9	6.08	331	1.06
6-10 DAYS	3	2.03	834	2.68
LEAVE IS UNPAID	3	2.03	87	.28
MENTIONED BUT NOT SPECIFIED	32	21.62	19106	61.30
OTHER	4	2.70	268	.86
T O T A L	148	100.00	31166	100.00

**FIELD 8080 LEAVE OF ABSENCE FOR GENERAL
UNION BUSINESS**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	23	15.54	707	2.27
PAID BY EMPLOYER	3	2.03	36	.12
PAID, UNION REIMBURSEMENT	18	12.16	17234	55.30
UNPAID	92	62.16	12536	40.22
PAYMENT DEPENDS ON CIRCUMSTANCES	4	2.70	143	.46
MENTIONED BUT NOT SPECIFIED	7	4.73	505	1.62
OTHER	1	.68	5	.02
T O T A L	148	100.00	31166	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	87	58.78	22546	72.34
PAID BY EMPLOYER	44	29.73	2536	8.14
PAID, UNION REIMBURSEMENT	7	4.73	200	.64
UNPAID	6	4.05	4494	14.42
OTHER	4	2.70	1390	4.46
T O T A L	148	100.00	31166	100.00

FIELD 8140 EDUCATIONAL LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	105	70.95	15299	49.09
PARTIALLY PAID	3	2.03	239	.77
TOTALLY PAID	5	3.38	658	2.11
UNPAID	14	9.46	1106	3.55
PAYMENT DEPENDS ON CIRCUMSTANCES	2	1.35	95	.30
MENTIONED BUT NOT SPECIFIED	17	11.49	13725	44.04
OTHER	2	1.35	44	.14
T O T A L	148	100.00	31166	100.00

FIELD 8180 PAID MARRIAGE LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	145	97.97	31116	99.84
3 DAYS	3	2.03	50	.16
T O T A L	148	100.00	31166	100.00

FIELD 8200 ADOPTION LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	101	68.24	10970	35.20
UNPAID LEAVE, ACCORDING TO OR SAME AS LEGISLATION	13	8.78	1553	4.98
UNPAID, EXCEEDS LEGISLATION	29	19.59	18462	59.24
OTHER	5	3.38	181	.58
T O T A L	148	100.00	31166	100.00

PATERNITY LEAVE

FIELD 8220 (A) UNPAID

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	112	75.68	11364	36.46
1-3 WEEKS	1	.68	34	.11
6 WEEKS	11	7.43	5202	16.69
12 WEEKS	10	6.76	12629	40.52
15-52 WEEKS	4	2.70	187	.60
OTHER	10	6.76	1750	5.62
T O T A L	148	100.00	31166	100.00

FIELD 8230 (B) PAID

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	136	91.89	30635	98.30
1 DAY	6	4.05	423	1.36
2-5 DAYS	3	2.03	66	.21
12-20 DAYS	2	1.35	29	.09
OTHER	1	.68	13	.04
T O T A L	148	100.00	31166	100.00

MATERNITY LEAVE (UNPAID)

FIELD 8240 (A) ELIGIBILITY
(SERVICE REQUIREMENT)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	58	39.19	2815	9.03
LESS THAN 6 MONTHS	7	4.73	322	1.03
6 MONTHS	2	1.35	139	.45
7-11 MONTHS	11	7.43	12789	41.04
12 MONTHS	15	10.14	849	2.72
STATES 'ACCORDING TO LABOUR STANDARDS'	21	14.19	2185	7.01
MENTIONED BUT NOT SPECIFIED	30	20.27	11920	38.25
OTHER	4	2.70	147	.47
T O T A L	148	100.00	31166	100.00

FIELD 8260 (B) MAXIMUM DURATION OF LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	58	39.19	2815	9.03
LESS THAN 18 WEEKS	2	1.35	226	.73
18-25 WEEKS	25	16.89	6556	21.04
26 WEEKS	35	23.65	19896	63.84
MORE THAN 26 WEEKS	3	2.03	80	.26
STATES 'ACCORDING TO LABOUR STANDARDS'	18	12.16	1336	4.29
MENTIONED BUT NOT SPECIFIED	7	4.73	257	.82
T O T A L	148	100.00	31166	100.00

FIELD 8280 (C) NOTICE FOR LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	59	39.86	2920	9.37
LESS THAN 4 WEEKS	2	1.35	29	.09
4 WEEKS	27	18.24	17797	57.10
STATES 'ACCORDING TO LABOUR STANDARDS'	22	14.86	2192	7.03
MENTIONED BUT NOT SPECIFIED	38	25.68	8228	26.40
T O T A L	148	100.00	31166	100.00

FIELD 8300 (D) NOTICE OF RETURN FROM LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	59	39.86	6515	20.90
2 WEEKS	40	27.03	6869	22.04
MORE THAN 2 WEEKS	7	4.73	87	.28
STATES 'ACCORDING TO LABOUR STANDARDS'	21	14.19	2178	6.99
MENTIONED BUT NOT SPECIFIED	21	14.19	15517	49.79
T O T A L	148	100.00	31166	100.00

FIELD 8320 (E) REINSTATEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	58	39.19	2815	9.03
GUARANTEED	48	32.43	24378	78.22
STATES 'ACCORDING TO LABOUR				
STANDARDS'	18	12.16	1372	4.40
MENTIONED BUT NOT SPECIFIED	19	12.84	1382	4.43
OTHER	5	3.38	1219	3.91
TOTAL	148	100.00	31166	100.00

FIELD 8340 (F) SENIORITY DURING LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	58	39.19	2807	9.01
SENIORITY RETAINED	22	14.86	5382	17.27
SENIORITY ACCUMULATED	19	12.84	3227	10.35
SENIORITY ACCUMULATED UP TO A				
CERTAIN PERIOD THEN RETAINED	11	7.43	555	1.78
STATES 'ACCORDING TO LABOUR				
STANDARDS'	16	10.81	969	3.11
MENTIONED BUT NOT SPECIFIED	22	14.86	18226	58.48
TOTAL	148	100.00	31166	100.00

FIELD 8350 PAID OR PARTLY PAID
MATERNITY LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	135	91.22	30402	97.55
EMPLOYER PAID	2	1.35	55	.18
PAID FROM ACCUMULATED SICK				
LEAVE CREDITS	9	6.08	212	.68
BOTH	1	.68	22	.07
OTHER	1	.68	475	1.52
TOTAL	148	100.00	31166	100.00

OTHER LEAVES OF ABSENCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
8501 PERSONAL LEAVE OF ABSENCE ON GOOD REASON	116	78.38	29704	95.31
8502 FAMILY ILLNESS/CHILD CARE	17	11.49	1813	5.82
8503 HOUSEHOLD OR DOMESTIC EMERGENCY	4	2.70	76	.24
8504 PAID JURY DUTY	118	79.73	17866	57.33
8505 MEDICAL AND DENTAL CARE	44	29.73	8503	27.28
8506 PUBLIC OFFICE (RUN FOR/HOLD)	39	26.35	9150	29.36
8507 VOTING	12	8.11	1441	4.62
8508 FULL-TIME POSITION WITH UNION	78	52.70	27123	87.03
8509 WRITE EXAMS	20	13.51	7082	22.72
8510 CITIZENSHIP	6	4.05	1806	5.79
8511 SPECIAL RETIREMENT LEAVE	2	1.35	114	.37
8512 COURT APPEARANCE OR INCARCERATION	5	3.38	82	.26
8513 SERVICE LEAVE	5	3.38	301	.97
8529 OTHER	1	.68	56	.18

SECTION 16
MISCELLANEOUS PROVISIONS

FIELD 9120 REOPENER CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	116	78.38	18908	60.67
RELATES TO: WAGES &/OR OCCUPATIONAL CLASSIFICATIONS	19	12.84	6697	21.49
GENERAL PROVISIONS	3	2.03	76	.24
COMBINATION	8	5.41	5325	17.09
OTHER	2	1.35	160	.51
TOTAL	148	100.00	31166	100.00

FIELD 9220 CLOTHING AND/OR UNIFORMS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	80	54.05	19087	61.24
SUPPLIED AT: NO COST TO EMPLOYEE	46	31.08	10011	32.12
SOME COST TO EMPLOYEE	8	5.41	427	1.37
MONETARY ALLOWANCE	2	1.35	358	1.15
SUPPLIED AND MONETARY ALLOWANCE	11	7.43	1068	3.43
OTHER	1	.68	215	.69
T O T A L	148	100.00	31166	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	110	74.32	22537	72.31
NO COST TO EMPLOYEE	28	18.92	7876	25.27
TOTAL COST TO EMPLOYEE	4	2.70	209	.67
FLAT ALLOWANCE	1	.68	16	.05
MENTIONED BUT NOT SPECIFIED	2	1.35	261	.84
OTHER	3	2.03	267	.86
T O T A L	148	100.00	31166	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	117	79.05	10006	32.11
MEALS	3	2.03	429	1.38
BOTH MEALS AND LODGING	10	6.76	4421	14.19
MEALS, LODGING AND INCIDENTAL EXPENSES	12	8.11	16052	51.50
MENTIONED BUT NOT SPECIFIED	5	3.38	162	.52
OTHER	1	.68	96	.31
T O T A L	148	100.00	31166	100.00

FIELD 9360 TRAVEL ALLOWANCE (PRIVATE VEHICLE)

9360(A) CENTS PER MILE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
14-25 CENTS	3	2.03	3922	12.58
26-29 CENTS	3	2.03	35	.11
30-35 CENTS	1	.68	9	.03

9360(B) CENTS PER KILOMETER

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
13.00-17.99 CENTS	2	1.35	4217	13.53
18.00	3	2.03	1901	6.10
19.00	3	2.03	128	.41
20.00	2	1.35	165	.53
21.00-30.00	1	.68	64	.21

9360(C) RESIDUAL

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	99	66.89	6558	21.04
FLAT AMOUNT	5	3.38	151	.48
COMBINATION OF 2 OR MORE OF THE ABOVE	11	7.43	640	2.05
MENTIONED BUT NOT SPECIFIED	9	6.08	502	1.61
OTHER	6	4.05	12874	41.31
T O T A L	148	100.00	31166	100.00

FIELD 9400 COLA REVIEW OF TRAVEL ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	146	98.65	19070	61.19
MENTIONED	2	1.35	12096	38.81
T O T A L	148	100.00	31166	100.00

OTHER PROVISIONS

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
9901	EQUAL PAY FOR SIMILAR WORK	18	12.16	13047	41.86
9902	AFFIRMATIVE ACTION	9	6.08	16378	52.55
9903	SEXUAL HARASSMENT	7	4.73	12672	40.66
9904	PAID WASH-UP, CLEAN-UP, OR CLOTHES CHANGING PERIOD	13	8.78	473	1.52
9905	RESTRICTIONS ON MOONLIGHTING	25	16.89	1498	4.81
9906	WAGE INCENTIVES	3	2.03	322	1.03
9908	TRANSPORTATION FOR EMPLOYEES ON CERTAIN SHIFTS	6	4.05	104	.33
9909	UPGRADING & TRAINING	65	43.92	10696	34.32
9910	NORTHERN ALLOWANCE (ISOLATION PAY)	3	2.03	19981	64.11
9911	TRAVEL ALLOWANCE, COMPANY VEHICLE	2	1.35	335	1.07
9912	MOVING EXPENSES OR RELOCATION ALLOWANCE (NOT RELATED TO TECH. CHANGE)	13	8.78	16268	52.20
9913	APPRENTICESHIP PROVISIONS	21	14.19	18100	58.08
9915	TOOLS/ALLOWANCE	22	14.86	16542	53.08
9916	PAID LUNCH PERIOD (DURING REGULAR HOURS OR CERTAIN SHIFTS)	18	12.16	2336	7.50
9917	BULLETIN BOARDS (FOR UNION USE)	95	64.19	16771	53.81
9918	PYRAMIDING OF OVERTIME PAY, PREMIUM PAY, ETC.	48	32.43	25890	83.07
9919	PAID TRAVEL TIME	17	11.49	20787	66.70